



City of  
**Peterborough**

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**To:** Members of the Committee of the Whole

**From:** Ken Doherty, Director of Community Services

**Meeting Date:** June 19, 2017

**Subject:** Report CSD17-017  
Improving Relationship with Local First Nations, Métis and  
Aboriginal Groups

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## Purpose

A report to introduce a process to advance communications, consultations and relations with local First Nations, Métis and Aboriginal Groups.

## Recommendations

That Council approve the recommendations outlined in Report CSD17-017 dated June 19, 2017, of the Director of Community Services, as follows:

- a) That staff be directed to prepare a future report on the City's role in implementing action items relating to municipal mandate in response to the **Truth and Reconciliation Commission of Canada: Cover Letter, Reconciliation Principles, and Calls to Action** (Appendix A);
- b) That staff be encouraged to use the Ministry of Municipal Affairs publications, **Municipal-Aboriginal Relationship: Case Studies** and **Municipal-Aboriginal Relationships** Presentation (Appendix B) as a resource guide relating to City/Local Aboriginal relations;
- c) That the Curve Lake First Nation document, **Consultation and Accommodation Standards** (Appendix C) be adopted to guide City consultations with the Curve Lake First Nation on matters of mutual interest or concern;

- d) That the Curve Lake First Nation document: **Archaeological Protocol: Curve Lake First Nations** (Appendix D) be adopted to guide City interactions with the Curve Lake First Nation regarding archaeological heritage, sites, or resources within the City that relates to local aboriginal heritage;
- e) That the Curve Lake First Nation Document, **2014/16 Curve Lake First Nation Community Report** (Appendix E) be received for information;
- f) That staff be directed to continue the development and/or initiation of relationships with the following local First Nations, Métis Associations, and Aboriginal service organizations including:
  - Curve Lake First Nation
  - Hiawatha First Nation
  - Other signatories of the Williams Treaty including: Alderville First Nation, Scugog Island First Nation, Rama First Nation, Georgina Island First Nation, and Chippewas of BeauSoleil First Nation
  - Peterborough and District Wapiti Métis Council
  - Nogojiwanong Friendship Centre
  - Nijikiwendidaa Anishnabekwewag Services Circle
  - Lovesick Lake Native Women's Association, and
  - other local aboriginal groups as may be identified through this process

## Budget and Financial Implications

Approval of the recommendations in this report will result in additional costs to the Corporation in terms of consultation fees, honorariums, staff training, new/expanded consultation processes and other resources. Final amounts have yet to be determined, but will vary from project to project, year to year and will be addressed through the annual budget process.

## Background

### Why Now

June has been National Aboriginal History Month since the Federal Government declared it in 2009. June 21<sup>st</sup> has been recognized as National Aboriginal Day even longer. What better time then for the City of Peterborough to formally announce its intention to initiate a process to improve communications, consultations and relations with local First Nations, Métis and Aboriginal groups?

## **Towards a Common Language**

Terms relating to aboriginal peoples in Canada are often used inter-changeably despite specific meanings. The United Nations identifies founding peoples on a global scale by referencing the term Indigenous, which it defines as follows:

**Indigenous** communities, peoples and nations are those which, having a historical continuity with pre-invasion and pre-colonial societies that developed on their territories, consider themselves distinct from other sectors of the societies now prevailing on those territories, or parts of them.

In the Canadian context, the First Nations people are descendants of the original inhabitants of Canada who lived here for many thousands of years before explorers arrived from Europe. They were the first inhabitants in southern Canada that the Europeans met when they arrived. First Nations people identify themselves by the nation to which they belonged, like the Mississauga Anishinaabeg living in this area when the first European settlers immigrated here. There are currently more than 630 First Nation communities in Canada, governed by independent Tribal or Band Councils. In this context, the City should consider its interaction with local First Nation Band Councils as “government to government”.

The Indigenous peoples of the far north, throughout the Arctic, are known as the Inuit. The Métis developed as another distinct group after European contact and relations primarily between First Nations people and Europeans. The term “Aboriginal” refers collectively to First Nations, Inuit, and Métis; hence, National Aboriginal Day.

## **Truth and Reconciliation Commission of Canada**

Canadians are more aware of Aboriginal issues and concerns as a result of the Truth and Reconciliation Commission. Established in 2008 and completed in 2015, the Commission provides a response to the abuse inflicted on Indigenous peoples through the Residential School system, which operated across Canada from the 1870’s until 1996. The Commission’s **Cover Letter, Reconciliation Principles, and Calls to Action** are attached as Appendix A.

While most of the action items are specifically directed to the Federal, Provincial, and Territorial governments, there are some that are either indirectly or specifically directed at municipal government, especially in terms of Indigenous Rights and the education of public servants on the history of Aboriginal peoples including residential schools, Treaties, and Aboriginal rights. It is, therefore recommended that staff review the report and report back on appropriate actions for the City to undertake.

## **Missing or Murdered Indigenous Women Inquiry**

Canadians are also increasingly aware of longstanding concerns about the disappearance of over 1,000 Indigenous Women across the country. The Federal Government announced the establishment of a National Inquiry on December 8, 2015 and released the names of the five Commissioners and the Inquiry's Terms of Reference on August 3, 2016. Hearings are currently underway.

## **Treaty Rights**

During the seventeenth and eighteenth centuries, the French and British valued the First Nations as trading partners and as skilled military allies. In recognition of that cooperation, early treaties pledged peace, friendship and confirmed hunting and fishing rights.

The Mississauga Anishinaabeg have been directly or indirectly affected by at least five major treaties or land surrenders including: the Royal Proclamation of 1763; the Gunshot or Walking Treaty of 1783; the Toronto Purchase of 1805; Treaty 20 in 1818; and finally, the Williams Treaties of 1923.

The Williams Treaties transferred three large parcels of land, encompassing over 20,000 square miles or 13.5 million acres, located primarily in the Georgian Bay and Lake Ontario watersheds areas of southern and central Ontario, which had not already been surrendered from the First Nations to the Government of Canada.

Signatories to the Williams Treaties include: Curve Lake First Nation; Hiawatha First Nation; Alderville First Nation; Scugog Island First Nation; Rama First Nation; Georgina Island First Nation; and Chippewas of BeauSoleil First Nation. A 2012 Court case recognizes the Williams Treaties people's constitutionally protected harvesting rights in Treaty 20. This means Williams Treaties harvesters are able to exercise rights in line with those of other treaty people in most of Ontario.

As part of the proposed City process to advance communications, consultations and relations with local First Nations, Métis and Aboriginal Groups, staff will seek direction on when to deal exclusively with Curve Lake and/or Hiawatha, and when to engage with all of the First Nations included in the Williams Treaties.

## **Provincial Direction**

Premier Wynne has apologized and issued a statement of commitment to reconcile with Indigenous peoples on behalf of the Province of Ontario. The Province has also created a new Ministry of Indigenous Relations and Reconciliation to implement the commitments made.

The Ministry of Municipal Affairs has also undertaken responsibility to assist municipal governments across the province to improve Municipal-Aboriginal Relations. Two documents – **Municipal-Aboriginal Relationships: Case Studies** and a presentation **Municipal-Aboriginal Relationships**, enclosed as Appendix B, provide timely advice. The Ministry encourages the development of relationships based on mutual respect. The Ministry acknowledges that municipalities have a duty to consult early and often in matters of mutual interest.

In the past, much of the consultation focused on the preservation of cultural heritage. Increasingly, however, municipalities are encouraged to consult in a meaningful and culturally appropriate way on a broader range of matters such as:

- land-use planning and development
- policy development, especially those affecting urban Aboriginal residents
- archaeology master plans
- infrastructure planning and environmental assessments
- proposed annexations/ changes to municipal boundaries
- shared service agreements
- Treaty Rights

Increasingly, other Provincial Ministries are encouraging the City to develop effective working relationships with indigenous peoples because of its service manager role for Housing, Children's Services, and Social Services. There is also a growing expectation that the same practices should also be applied to Early Learning strategy and Homeless Prevention work.

While the Ministry of Municipal Affairs cautions that such consultations may take more time, they readily acknowledge that the investment will result in better processes, products, and municipal practices. More importantly, it will also result in better relationships with both our neighbouring First Nations—Hiawatha and Curve Lake—but also help the City recognize, understand, and better serve Aboriginal students and residents living in the City.

### **Canada's 150<sup>th</sup> Anniversary**

Local preparations for the celebration of Canada's 150<sup>th</sup> anniversary have exposed some of the tensions that exist just under the surface in our relations with the Aboriginal community. While the Committee has been successful in securing local Aboriginal entertainment for the festivities, so that their culture can be honoured and celebrated, it is unlikely that local First Nations leaders of the Mississauga Anishinaabeg will participate in opening or closing ceremonies. From an Indigenous perspective, our celebration of nationhood reminds them of the colonialism and paternalism that created the Residential School System and the need for Missing or Murdered Indigenous Women Inquiry.

## Relations with Curve Lake First Nation

The City of Peterborough has a relatively close working relationship with the Curve Lake First Nation as a result of several repatriation initiatives of human remains and sacred objects from the collection of the Peterborough Museum & Archives and major exhibits at the Museum and Art Gallery of Peterborough celebrating First Nations' heritage and artists over the past three decades.

Curve Lake Band Council members and staff worked closely with City staff in the re-interment of human remains at the Brock Street Burial Site, the formal establishment of Aboriginal Peoples Burial Ground at the site (together with the Hiawatha First Nation); and in subsequent development of the City's Archaeology Policy. Increasingly, the Curve Lake First Nation has become an active partner in a range of City and County regional initiatives including: the Integrated Community Sustainability Plan, the Climate Change Action Plan, the Age Friendly Plan, and Healthy Kids Community Challenge.

While the City includes both the Curve Lake and Hiawatha First Nations in its formal consultation processes through written communications on many major land use/ capital construction projects, the City's overtures are often viewed as "too little and too late". The Curve Lake First Nation document, **Consultation and Accommodation Standard** attached as Appendix C, outlines the Band Council's expectation and consultation process "with respect to any and all decisions, conduct and activities that have the potential to have an adverse affect on Aboriginal and Treaty rights respecting land and resources within the Curve Lake First Nation Territory".

The requirement of notice and consultation includes but is not limited to:

- Mapping or exploration
- Resource exploration, extraction or development
- Construction or demolition of infrastructure that could have a potential environmental impact on water, forests, and wildlife
- Forestry management and energy development
- Disposal of rights to lands and resources
- Environmental activities where there is a concern for the land, water, animals and people within their Traditional Territory
- Activities that may affect traditional food sources and harvesting rights
- Activities that may affect traditional medicines
- Activities that could disturb or alter archaeological, heritage resources/sites, or sites of sacred or cultural significance
- Undertaking any land use planning, including adjusting municipal boundaries

The consultation process includes several stages:

- giving notice
- initial assessment by Curve Lake
- regular consultation on matters with little or no impact resulting in a written response, or
- special consultation, on matters with significant impact, typically resulting in a Consultation Agreement

City adoption and use of the Curve Lake First Nation document: **Archaeological Protocol: Curve Lake First Nations**, attached as Appendix D is not a major departure from existing City process. The Curve Lake First Nation worked closely with City staff in the development of the City's Archaeology Policy, which in turn influenced the development of their policy and process. Both the City and Curve Lake's policies are in compliance with the Heritage Act and are considered examples of "best practice".

City staff, including the C.A.O., the Director of Planning, and the Director of Community Services, visited the Curve Lake First Nation on May 29, 2017 to launch the City's consultation process with local First Nations, Métis and Aboriginal groups. They met with Chief Williams, Councillors Gary Williams and Arnold Taylor, and Kaitlin Hill, Lands Resource Consultation Liaison. More meetings will follow.

### **Next Steps**

City staff has scheduled a similar introductory meeting with Chief Carr at the Hiawatha First Nation at the end of June. Staff will continue the familiarization and consultation process with other First Nations, the signatories of the Williams Treaties, the Métis Association, and other Aboriginal Groups as outlined in Recommendation g) and report to Council as deemed appropriate.

### **A Gesture of Respect**

Bill Ramp, the Chair of Board of Museum Management for the Peterborough Centennial Museum & Archives best described what the museum received in return for its 1991 Repatriation initiative:

I think I can safely say that all who were involved in the process leading up to these ceremonies received very great gifts. We, at the Museum, were profoundly touched by the generosity with which the people of Curve Lake responded to our overtures. For a very small and long-overdue gesture of respect, we received a hand of friendship and gained a renewed appreciation for the vibrant and enduring culture and aspirations of the First Nations....

To give a little is to receive a great deal. Perhaps if, as a society, we were to worry a little less about the possible consequences of such giving, we might find that respect and generosity have a way of perpetuating themselves."

## Summary

Building on the City's repatriation legacy of the 1990's, here is an overdue opportunity for the City of Peterborough to make a sincere commitment to advance communications, consultations and relations with local First Nations, Métis and Aboriginal Groups.

In the wake of the Truth and Reconciliation Commission, the launch of the Missing or Murdered Indigenous Women Inquiry, and the re-affirmation of local Treaty Rights, it is time for the City to make this overture.

Submitted by,

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### Attachments:

Appendix A	Truth and Reconciliation Commission of Canada: Cover Letter, Reconciliation Principles, and Calls to Action
Appendix B	Ministry of Municipal Affairs publication, Municipal-Aboriginal Relationship: Case Studies
Appendix C	Curve Lake First Nation, Consultation and Accommodation Standards
Appendix D	Curve Lake First Nation, Archaeological Protocol: Curve Lake First Nations
Appendix E	Curve Lake First Nation, 2014/16 Curve Lake First Nation Community Report

# What We Have Learned

Principles of  
Truth and Reconciliation.



Truth and  
Reconciliation  
Commission of Canada

## What we have learned: Principles of truth and reconciliation

It is due to the courage and determination of former students—the Survivors of Canada’s residential school system—that the Truth and Reconciliation Commission of Canada (TRC) was established. They worked for decades to place the issue of the abusive treatment that students were subjected to at residential schools on the national agenda. Their perseverance led to the reaching of the historic Indian Residential Schools Settlement Agreement.

All Canadians must now demonstrate the same level of courage and determination, as we commit to an ongoing process of reconciliation. By establishing a new and respectful relationship between Aboriginal and non-Aboriginal Canadians, we will restore what must be restored, repair what must be repaired, and return what must be returned.

In preparation for the release of its final report, the Truth and Reconciliation Commission of Canada has developed a definition of *reconciliation* and a guiding set of principles for truth and reconciliation. This definition has informed the Commission’s work and the principles have shaped the calls to action we will issue in the final report.



Justice Murray Sinclair

CHAIR, TRUTH AND RECONCILIATION COMMISSION OF CANADA



Chief Wilton Littlechild

COMMISSIONER



Dr. Marie Wilson

COMMISSIONER

## Principles of Reconciliation

The Truth and Reconciliation Commission of Canada believes that in order for Canada to flourish in the twenty-first century, reconciliation between Aboriginal and non-Aboriginal Canada must be based on the following principles.

### 1

The *United Nations Declaration on the Rights of Indigenous Peoples* is the framework for reconciliation at all levels and across all sectors of Canadian society.

### 2

First Nations, Inuit, and Métis peoples, as the original peoples of this country and as self-determining peoples, have Treaty, constitutional, and human rights that must be recognized and respected.

### 3

Reconciliation is a process of healing of relationships that requires public truth sharing, apology, and commemoration that acknowledge and redress past harms.

### 4

Reconciliation requires constructive action on addressing the ongoing legacies of colonialism that have had destructive impacts on Aboriginal peoples' education, cultures and languages, health, child welfare, the administration of justice, and economic opportunities and prosperity.

### 5

Reconciliation must create a more equitable and inclusive society by closing the gaps in social, health, and economic outcomes that exist between Aboriginal and non-Aboriginal Canadians.

## 6

All Canadians, as Treaty peoples, share responsibility for establishing and maintaining mutually respectful relationships.

## 7

The perspectives and understandings of Aboriginal Elders and Traditional Knowledge Keepers of the ethics, concepts, and practices of reconciliation are vital to long-term reconciliation.

## 8

Supporting Aboriginal peoples' cultural revitalization and integrating Indigenous knowledge systems, oral histories, laws, protocols, and connections to the land into the reconciliation process are essential.

## 9

Reconciliation requires political will, joint leadership, trust building, accountability, and transparency, as well as a substantial investment of resources.

## 10

Reconciliation requires sustained public education and dialogue, including youth engagement, about the history and legacy of residential schools, Treaties, and Aboriginal rights, as well as the historical and contemporary contributions of Aboriginal peoples to Canadian society.

The following pages outline the Commission's central conclusions about the history and legacy of residential schools and identify both the barriers to reconciliation and the opportunities for constructive action that currently exist.



Truth and  
Reconciliation  
Commission of Canada

# **Truth and Reconciliation Commission of Canada: Calls to Action**







**Truth and  
Reconciliation**  
Commission of Canada

# **Truth and Reconciliation Commission of Canada: Calls to Action**



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**2015**

Truth and Reconciliation Commission of Canada, 2012

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# Calls to Action

In order to redress the legacy of residential schools and advance the process of Canadian reconciliation, the Truth and Reconciliation Commission makes the following calls to action.

## Legacy

### CHILD WELFARE

1. We call upon the federal, provincial, territorial, and Aboriginal governments to commit to reducing the number of Aboriginal children in care by:
  - i. Monitoring and assessing neglect investigations.
  - ii. Providing adequate resources to enable Aboriginal communities and child-welfare organizations to keep Aboriginal families together where it is safe to do so, and to keep children in culturally appropriate environments, regardless of where they reside.
  - iii. Ensuring that social workers and others who conduct child-welfare investigations are properly educated and trained about the history and impacts of residential schools.
  - iv. Ensuring that social workers and others who conduct child-welfare investigations are properly educated and trained about the potential for Aboriginal communities and families to provide more appropriate solutions to family healing.
  - v. Requiring that all child-welfare decision makers consider the impact of the residential school experience on children and their caregivers.
2. We call upon the federal government, in collaboration with the provinces and territories, to prepare and

publish annual reports on the number of Aboriginal children (First Nations, Inuit, and Métis) who are in care, compared with non-Aboriginal children, as well as the reasons for apprehension, the total spending on preventive and care services by child-welfare agencies, and the effectiveness of various interventions.

3. We call upon all levels of government to fully implement Jordan's Principle.
4. We call upon the federal government to enact Aboriginal child-welfare legislation that establishes national standards for Aboriginal child apprehension and custody cases and includes principles that:
  - i. Affirm the right of Aboriginal governments to establish and maintain their own child-welfare agencies.
  - ii. Require all child-welfare agencies and courts to take the residential school legacy into account in their decision making.
  - iii. Establish, as an important priority, a requirement that placements of Aboriginal children into temporary and permanent care be culturally appropriate.
5. We call upon the federal, provincial, territorial, and Aboriginal governments to develop culturally appropriate parenting programs for Aboriginal families.

### EDUCATION

6. We call upon the Government of Canada to repeal Section 43 of the *Criminal Code of Canada*.
7. We call upon the federal government to develop with Aboriginal groups a joint strategy to eliminate

educational and employment gaps between Aboriginal and non-Aboriginal Canadians.

8. We call upon the federal government to eliminate the discrepancy in federal education funding for First Nations children being educated on reserves and those First Nations children being educated off reserves.
9. We call upon the federal government to prepare and publish annual reports comparing funding for the education of First Nations children on and off reserves, as well as educational and income attainments of Aboriginal peoples in Canada compared with non-Aboriginal people.
10. We call on the federal government to draft new Aboriginal education legislation with the full participation and informed consent of Aboriginal peoples. The new legislation would include a commitment to sufficient funding and would incorporate the following principles:
  - i. Providing sufficient funding to close identified educational achievement gaps within one generation.
  - ii. Improving education attainment levels and success rates.
  - iii. Developing culturally appropriate curricula.
  - iv. Protecting the right to Aboriginal languages, including the teaching of Aboriginal languages as credit courses.
  - v. Enabling parental and community responsibility, control, and accountability, similar to what parents enjoy in public school systems.
  - vi. Enabling parents to fully participate in the education of their children.
  - vii. Respecting and honouring Treaty relationships.
11. We call upon the federal government to provide adequate funding to end the backlog of First Nations students seeking a post-secondary education.
12. We call upon the federal, provincial, territorial, and Aboriginal governments to develop culturally appropriate early childhood education programs for Aboriginal families.

#### **LANGUAGE AND CULTURE**

13. We call upon the federal government to acknowledge that Aboriginal rights include Aboriginal language rights.

14. We call upon the federal government to enact an Aboriginal Languages Act that incorporates the following principles:
  - i. Aboriginal languages are a fundamental and valued element of Canadian culture and society, and there is an urgency to preserve them.
  - ii. Aboriginal language rights are reinforced by the Treaties.
  - iii. The federal government has a responsibility to provide sufficient funds for Aboriginal-language revitalization and preservation.
  - iv. The preservation, revitalization, and strengthening of Aboriginal languages and cultures are best managed by Aboriginal people and communities.
  - v. Funding for Aboriginal language initiatives must reflect the diversity of Aboriginal languages.
15. We call upon the federal government to appoint, in consultation with Aboriginal groups, an Aboriginal Languages Commissioner. The commissioner should help promote Aboriginal languages and report on the adequacy of federal funding of Aboriginal-languages initiatives.
16. We call upon post-secondary institutions to create university and college degree and diploma programs in Aboriginal languages.
17. We call upon all levels of government to enable residential school Survivors and their families to reclaim names changed by the residential school system by waiving administrative costs for a period of five years for the name-change process and the revision of official identity documents, such as birth certificates, passports, driver's licenses, health cards, status cards, and social insurance numbers.

#### **HEALTH**

18. We call upon the federal, provincial, territorial, and Aboriginal governments to acknowledge that the current state of Aboriginal health in Canada is a direct result of previous Canadian government policies, including residential schools, and to recognize and implement the health-care rights of Aboriginal people as identified in international law, constitutional law, and under the Treaties.
19. We call upon the federal government, in consultation with Aboriginal peoples, to establish measurable goals to identify and close the gaps in health outcomes

between Aboriginal and non-Aboriginal communities, and to publish annual progress reports and assess long-term trends. Such efforts would focus on indicators such as: infant mortality, maternal health, suicide, mental health, addictions, life expectancy, birth rates, infant and child health issues, chronic diseases, illness and injury incidence, and the availability of appropriate health services.

20. In order to address the jurisdictional disputes concerning Aboriginal people who do not reside on reserves, we call upon the federal government to recognize, respect, and address the distinct health needs of the Métis, Inuit, and off-reserve Aboriginal peoples.
21. We call upon the federal government to provide sustainable funding for existing and new Aboriginal healing centres to address the physical, mental, emotional, and spiritual harms caused by residential schools, and to ensure that the funding of healing centres in Nunavut and the Northwest Territories is a priority.
22. We call upon those who can effect change within the Canadian health-care system to recognize the value of Aboriginal healing practices and use them in the treatment of Aboriginal patients in collaboration with Aboriginal healers and Elders where requested by Aboriginal patients.
23. We call upon all levels of government to:
  - i. Increase the number of Aboriginal professionals working in the health-care field.
  - ii. Ensure the retention of Aboriginal health-care providers in Aboriginal communities.
  - iii. Provide cultural competency training for all health-care professionals.
24. We call upon medical and nursing schools in Canada to require all students to take a course dealing with Aboriginal health issues, including the history and legacy of residential schools, the *United Nations Declaration on the Rights of Indigenous Peoples*, Treaties and Aboriginal rights, and Indigenous teachings and practices. This will require skills-based training in intercultural competency, conflict resolution, human rights, and anti-racism.

#### JUSTICE

25. We call upon the federal government to establish a written policy that reaffirms the independence of the

Royal Canadian Mounted Police to investigate crimes in which the government has its own interest as a potential or real party in civil litigation.

26. We call upon the federal, provincial, and territorial governments to review and amend their respective statutes of limitations to ensure that they conform to the principle that governments and other entities cannot rely on limitation defences to defend legal actions of historical abuse brought by Aboriginal people.
27. We call upon the Federation of Law Societies of Canada to ensure that lawyers receive appropriate cultural competency training, which includes the history and legacy of residential schools, the *United Nations Declaration on the Rights of Indigenous Peoples*, Treaties and Aboriginal rights, Indigenous law, and Aboriginal-Crown relations. This will require skills-based training in intercultural competency, conflict resolution, human rights, and anti-racism.
28. We call upon law schools in Canada to require all law students to take a course in Aboriginal people and the law, which includes the history and legacy of residential schools, the *United Nations Declaration on the Rights of Indigenous Peoples*, Treaties and Aboriginal rights, Indigenous law, and Aboriginal-Crown relations. This will require skills-based training in intercultural competency, conflict resolution, human rights, and anti-racism.
29. We call upon the parties and, in particular, the federal government, to work collaboratively with plaintiffs not included in the Indian Residential Schools Settlement Agreement to have disputed legal issues determined expeditiously on an agreed set of facts.
30. We call upon federal, provincial, and territorial governments to commit to eliminating the overrepresentation of Aboriginal people in custody over the next decade, and to issue detailed annual reports that monitor and evaluate progress in doing so.
31. We call upon the federal, provincial, and territorial governments to provide sufficient and stable funding to implement and evaluate community sanctions that will provide realistic alternatives to imprisonment for Aboriginal offenders and respond to the underlying causes of offending.
32. We call upon the federal government to amend the Criminal Code to allow trial judges, upon giving reasons, to depart from mandatory minimum sentences and restrictions on the use of conditional sentences.

33. We call upon the federal, provincial, and territorial governments to recognize as a high priority the need to address and prevent Fetal Alcohol Spectrum Disorder (FASD), and to develop, in collaboration with Aboriginal people, FASD preventive programs that can be delivered in a culturally appropriate manner.
34. We call upon the governments of Canada, the provinces, and territories to undertake reforms to the criminal justice system to better address the needs of offenders with Fetal Alcohol Spectrum Disorder (FASD), including:
  - i. Providing increased community resources and powers for courts to ensure that FASD is properly diagnosed, and that appropriate community supports are in place for those with FASD.
  - ii. Enacting statutory exemptions from mandatory minimum sentences of imprisonment for offenders affected by FASD.
  - iii. Providing community, correctional, and parole resources to maximize the ability of people with FASD to live in the community.
  - iv. Adopting appropriate evaluation mechanisms to measure the effectiveness of such programs and ensure community safety.
35. We call upon the federal government to eliminate barriers to the creation of additional Aboriginal healing lodges within the federal correctional system.
36. We call upon the federal, provincial, and territorial governments to work with Aboriginal communities to provide culturally relevant services to inmates on issues such as substance abuse, family and domestic violence, and overcoming the experience of having been sexually abused.
37. We call upon the federal government to provide more supports for Aboriginal programming in halfway houses and parole services.
38. We call upon the federal, provincial, territorial, and Aboriginal governments to commit to eliminating the overrepresentation of Aboriginal youth in custody over the next decade.
39. We call upon the federal government to develop a national plan to collect and publish data on the criminal victimization of Aboriginal people, including data related to homicide and family violence victimization.
40. We call on all levels of government, in collaboration with Aboriginal people, to create adequately funded and accessible Aboriginal-specific victim programs and services with appropriate evaluation mechanisms.
41. We call upon the federal government, in consultation with Aboriginal organizations, to appoint a public inquiry into the causes of, and remedies for, the disproportionate victimization of Aboriginal women and girls. The inquiry's mandate would include:
  - i. Investigation into missing and murdered Aboriginal women and girls.
  - ii. Links to the intergenerational legacy of residential schools.
42. We call upon the federal, provincial, and territorial governments to commit to the recognition and implementation of Aboriginal justice systems in a manner consistent with the Treaty and Aboriginal rights of Aboriginal peoples, the *Constitution Act, 1982*, and the *United Nations Declaration on the Rights of Indigenous Peoples*, endorsed by Canada in November 2012.

## Reconciliation

### CANADIAN GOVERNMENTS AND THE UNITED NATIONS DECLARATION ON THE RIGHTS OF INDIGENOUS PEOPLE

43. We call upon federal, provincial, territorial, and municipal governments to fully adopt and implement the *United Nations Declaration on the Rights of Indigenous Peoples* as the framework for reconciliation.
44. We call upon the Government of Canada to develop a national action plan, strategies, and other concrete measures to achieve the goals of the *United Nations Declaration on the Rights of Indigenous Peoples*.

### ROYAL PROCLAMATION AND COVENANT OF RECONCILIATION

45. We call upon the Government of Canada, on behalf of all Canadians, to jointly develop with Aboriginal peoples a Royal Proclamation of Reconciliation to be issued by the Crown. The proclamation would build on the Royal Proclamation of 1763 and the Treaty of Niagara of 1764, and reaffirm the nation-to-nation relationship between Aboriginal peoples and the Crown. The proclamation would include, but not be limited to, the following commitments:

- i. Repudiate concepts used to justify European sovereignty over Indigenous lands and peoples such as the Doctrine of Discovery and *terra nullius*.
  - ii. Adopt and implement the *United Nations Declaration on the Rights of Indigenous Peoples* as the framework for reconciliation.
  - iii. Renew or establish Treaty relationships based on principles of mutual recognition, mutual respect, and shared responsibility for maintaining those relationships into the future.
  - iv. Reconcile Aboriginal and Crown constitutional and legal orders to ensure that Aboriginal peoples are full partners in Confederation, including the recognition and integration of Indigenous laws and legal traditions in negotiation and implementation processes involving Treaties, land claims, and other constructive agreements.
46. We call upon the parties to the Indian Residential Schools Settlement Agreement to develop and sign a Covenant of Reconciliation that would identify principles for working collaboratively to advance reconciliation in Canadian society, and that would include, but not be limited to:
- i. Reaffirmation of the parties' commitment to reconciliation.
  - ii. Repudiation of concepts used to justify European sovereignty over Indigenous lands and peoples, such as the Doctrine of Discovery and *terra nullius*, and the reformation of laws, governance structures, and policies within their respective institutions that continue to rely on such concepts.
  - iii. Full adoption and implementation of the *United Nations Declaration on the Rights of Indigenous Peoples* as the framework for reconciliation.
  - iv. Support for the renewal or establishment of Treaty relationships based on principles of mutual recognition, mutual respect, and shared responsibility for maintaining those relationships into the future.
  - v. Enabling those excluded from the Settlement Agreement to sign onto the Covenant of Reconciliation.
  - vi. Enabling additional parties to sign onto the Covenant of Reconciliation.

47. We call upon federal, provincial, territorial, and municipal governments to repudiate concepts used to justify European sovereignty over Indigenous peoples and lands, such as the Doctrine of Discovery and *terra nullius*, and to reform those laws, government policies, and litigation strategies that continue to rely on such concepts.

#### **SETTLEMENT AGREEMENT PARTIES AND THE UNITED NATIONS DECLARATION ON THE RIGHTS OF INDIGENOUS PEOPLES**

48. We call upon the church parties to the Settlement Agreement, and all other faith groups and interfaith social justice groups in Canada who have not already done so, to formally adopt and comply with the principles, norms, and standards of the *United Nations Declaration on the Rights of Indigenous Peoples* as a framework for reconciliation. This would include, but not be limited to, the following commitments:
- i. Ensuring that their institutions, policies, programs, and practices comply with the *United Nations Declaration on the Rights of Indigenous Peoples*.
  - ii. Respecting Indigenous peoples' right to self-determination in spiritual matters, including the right to practise, develop, and teach their own spiritual and religious traditions, customs, and ceremonies, consistent with Article 12:1 of the *United Nations Declaration on the Rights of Indigenous Peoples*.
  - iii. Engaging in ongoing public dialogue and actions to support the *United Nations Declaration on the Rights of Indigenous Peoples*.
  - iv. Issuing a statement no later than March 31, 2016, from all religious denominations and faith groups, as to how they will implement the *United Nations Declaration on the Rights of Indigenous Peoples*.
49. We call upon all religious denominations and faith groups who have not already done so to repudiate concepts used to justify European sovereignty over Indigenous lands and peoples, such as the Doctrine of Discovery and *terra nullius*.

#### **EQUITY FOR ABORIGINAL PEOPLE IN THE LEGAL SYSTEM**

50. In keeping with the *United Nations Declaration on the Rights of Indigenous Peoples*, we call upon the federal government, in collaboration with Aboriginal organizations, to fund the establishment of Indigenous law institutes for the development, use, and

understanding of Indigenous laws and access to justice in accordance with the unique cultures of Aboriginal peoples in Canada.

51. We call upon the Government of Canada, as an obligation of its fiduciary responsibility, to develop a policy of transparency by publishing legal opinions it develops and upon which it acts or intends to act, in regard to the scope and extent of Aboriginal and Treaty rights.
52. We call upon the Government of Canada, provincial and territorial governments, and the courts to adopt the following legal principles:
  - i. Aboriginal title claims are accepted once the Aboriginal claimant has established occupation over a particular territory at a particular point in time.
  - ii. Once Aboriginal title has been established, the burden of proving any limitation on any rights arising from the existence of that title shifts to the party asserting such a limitation.

#### **NATIONAL COUNCIL FOR RECONCILIATION**

53. We call upon the Parliament of Canada, in consultation and collaboration with Aboriginal peoples, to enact legislation to establish a National Council for Reconciliation. The legislation would establish the council as an independent, national, oversight body with membership jointly appointed by the Government of Canada and national Aboriginal organizations, and consisting of Aboriginal and non-Aboriginal members. Its mandate would include, but not be limited to, the following:
  - i. Monitor, evaluate, and report annually to Parliament and the people of Canada on the Government of Canada's post-apology progress on reconciliation to ensure that government accountability for reconciling the relationship between Aboriginal peoples and the Crown is maintained in the coming years.
  - ii. Monitor, evaluate, and report to Parliament and the people of Canada on reconciliation progress across all levels and sectors of Canadian society, including the implementation of the Truth and Reconciliation Commission of Canada's Calls to Action.
  - iii. Develop and implement a multi-year National Action Plan for Reconciliation, which includes research and policy development, public education programs, and resources.
- iv. Promote public dialogue, public/private partnerships, and public initiatives for reconciliation.
54. We call upon the Government of Canada to provide multi-year funding for the National Council for Reconciliation to ensure that it has the financial, human, and technical resources required to conduct its work, including the endowment of a National Reconciliation Trust to advance the cause of reconciliation.
55. We call upon all levels of government to provide annual reports or any current data requested by the National Council for Reconciliation so that it can report on the progress towards reconciliation. The reports or data would include, but not be limited to:
  - i. The number of Aboriginal children—including Métis and Inuit children—in care, compared with non-Aboriginal children, the reasons for apprehension, and the total spending on preventive and care services by child-welfare agencies.
  - ii. Comparative funding for the education of First Nations children on and off reserves.
  - iii. The educational and income attainments of Aboriginal peoples in Canada compared with non-Aboriginal people.
  - iv. Progress on closing the gaps between Aboriginal and non-Aboriginal communities in a number of health indicators such as: infant mortality, maternal health, suicide, mental health, addictions, life expectancy, birth rates, infant and child health issues, chronic diseases, illness and injury incidence, and the availability of appropriate health services.
  - v. Progress on eliminating the overrepresentation of Aboriginal children in youth custody over the next decade.
  - vi. Progress on reducing the rate of criminal victimization of Aboriginal people, including data related to homicide and family violence victimization and other crimes.
  - vii. Progress on reducing the overrepresentation of Aboriginal people in the justice and correctional systems.
56. We call upon the prime minister of Canada to formally respond to the report of the National Council for Reconciliation by issuing an annual "State of Aboriginal Peoples" report, which would outline the government's plans for advancing the cause of reconciliation.

## PROFESSIONAL DEVELOPMENT AND TRAINING FOR PUBLIC SERVANTS

57. We call upon federal, provincial, territorial, and municipal governments to provide education to public servants on the history of Aboriginal peoples, including the history and legacy of residential schools, the *United Nations Declaration on the Rights of Indigenous Peoples*, Treaties and Aboriginal rights, Indigenous law, and Aboriginal-Crown relations. This will require skills-based training in intercultural competency, conflict resolution, human rights, and anti-racism.

## CHURCH APOLOGIES AND RECONCILIATION

58. We call upon the Pope to issue an apology to Survivors, their families, and communities for the Roman Catholic Church's role in the spiritual, cultural, emotional, physical, and sexual abuse of First Nations, Inuit, and Métis children in Catholic-run residential schools. We call for that apology to be similar to the 2010 apology issued to Irish victims of abuse and to occur within one year of the issuing of this Report and to be delivered by the Pope in Canada.
59. We call upon church parties to the Settlement Agreement to develop ongoing education strategies to ensure that their respective congregations learn about their church's role in colonization, the history and legacy of residential schools, and why apologies to former residential school students, their families, and communities were necessary.
60. We call upon leaders of the church parties to the Settlement Agreement and all other faiths, in collaboration with Indigenous spiritual leaders, Survivors, schools of theology, seminaries, and other religious training centres, to develop and teach curriculum for all student clergy, and all clergy and staff who work in Aboriginal communities, on the need to respect Indigenous spirituality in its own right, the history and legacy of residential schools and the roles of the church parties in that system, the history and legacy of religious conflict in Aboriginal families and communities, and the responsibility that churches have to mitigate such conflicts and prevent spiritual violence.
61. We call upon church parties to the Settlement Agreement, in collaboration with Survivors and representatives of Aboriginal organizations, to establish permanent funding to Aboriginal people for:
  - i. Community-controlled healing and reconciliation projects.

- ii. Community-controlled culture- and language-revitalization projects.
- iii. Community-controlled education and relationship-building projects.
- iv. Regional dialogues for Indigenous spiritual leaders and youth to discuss Indigenous spirituality, self-determination, and reconciliation.

## EDUCATION FOR RECONCILIATION

62. We call upon the federal, provincial, and territorial governments, in consultation and collaboration with Survivors, Aboriginal peoples, and educators, to:
  - i. Make age-appropriate curriculum on residential schools, Treaties, and Aboriginal peoples' historical and contemporary contributions to Canada a mandatory education requirement for Kindergarten to Grade Twelve students.
  - ii. Provide the necessary funding to post-secondary institutions to educate teachers on how to integrate Indigenous knowledge and teaching methods into classrooms.
  - iii. Provide the necessary funding to Aboriginal schools to utilize Indigenous knowledge and teaching methods in classrooms.
  - iv. Establish senior-level positions in government at the assistant deputy minister level or higher dedicated to Aboriginal content in education.
63. We call upon the Council of Ministers of Education, Canada to maintain an annual commitment to Aboriginal education issues, including:
  - i. Developing and implementing Kindergarten to Grade Twelve curriculum and learning resources on Aboriginal peoples in Canadian history, and the history and legacy of residential schools.
  - ii. Sharing information and best practices on teaching curriculum related to residential schools and Aboriginal history.
  - iii. Building student capacity for intercultural understanding, empathy, and mutual respect.
  - iv. Identifying teacher-training needs relating to the above.
64. We call upon all levels of government that provide public funds to denominational schools to require such schools to provide an education on comparative religious studies, which must include a segment on

Aboriginal spiritual beliefs and practices developed in collaboration with Aboriginal Elders.

65. We call upon the federal government, through the Social Sciences and Humanities Research Council, and in collaboration with Aboriginal peoples, post-secondary institutions and educators, and the National Centre for Truth and Reconciliation and its partner institutions, to establish a national research program with multi-year funding to advance understanding of reconciliation.

#### YOUTH PROGRAMS

66. We call upon the federal government to establish multi-year funding for community-based youth organizations to deliver programs on reconciliation, and establish a national network to share information and best practices.

#### MUSEUMS AND ARCHIVES

67. We call upon the federal government to provide funding to the Canadian Museums Association to undertake, in collaboration with Aboriginal peoples, a national review of museum policies and best practices to determine the level of compliance with the *United Nations Declaration on the Rights of Indigenous Peoples* and to make recommendations.
68. We call upon the federal government, in collaboration with Aboriginal peoples, and the Canadian Museums Association to mark the 150th anniversary of Canadian Confederation in 2017 by establishing a dedicated national funding program for commemoration projects on the theme of reconciliation.
69. We call upon Library and Archives Canada to:
- i. Fully adopt and implement the *United Nations Declaration on the Rights of Indigenous Peoples* and the *United Nations Joint-Orientlicher Principles*, as related to Aboriginal peoples' inalienable right to know the truth about what happened and why, with regard to human rights violations committed against them in the residential schools.
  - ii. Ensure that its record holdings related to residential schools are accessible to the public.
  - iii. Commit more resources to its public education materials and programming on residential schools.
70. We call upon the federal government to provide funding to the Canadian Association of Archivists to undertake, in collaboration with Aboriginal peoples, a national review of archival policies and best practices to:

- i. Determine the level of compliance with the *United Nations Declaration on the Rights of Indigenous Peoples* and the *United Nations Joint-Orientlicher Principles*, as related to Aboriginal peoples' inalienable right to know the truth about what happened and why, with regard to human rights violations committed against them in the residential schools.
- ii. Produce a report with recommendations for full implementation of these international mechanisms as a reconciliation framework for Canadian archives.

#### MISSING CHILDREN AND BURIAL INFORMATION

71. We call upon all chief coroners and provincial vital statistics agencies that have not provided to the Truth and Reconciliation Commission of Canada their records on the deaths of Aboriginal children in the care of residential school authorities to make these documents available to the National Centre for Truth and Reconciliation.
72. We call upon the federal government to allocate sufficient resources to the National Centre for Truth and Reconciliation to allow it to develop and maintain the National Residential School Student Death Register established by the Truth and Reconciliation Commission of Canada.
73. We call upon the federal government to work with churches, Aboriginal communities, and former residential school students to establish and maintain an online registry of residential school cemeteries, including, where possible, plot maps showing the location of deceased residential school children.
74. We call upon the federal government to work with the churches and Aboriginal community leaders to inform the families of children who died at residential schools of the child's burial location, and to respond to families' wishes for appropriate commemoration ceremonies and markers, and reburial in home communities where requested.
75. We call upon the federal government to work with provincial, territorial, and municipal governments, churches, Aboriginal communities, former residential school students, and current landowners to develop and implement strategies and procedures for the ongoing identification, documentation, maintenance, commemoration, and protection of residential school cemeteries or other sites at which residential school children were buried. This is to include the provision of

appropriate memorial ceremonies and commemorative markers to honour the deceased children.

76. We call upon the parties engaged in the work of documenting, maintaining, commemorating, and protecting residential school cemeteries to adopt strategies in accordance with the following principles:
- i. The Aboriginal community most affected shall lead the development of such strategies.
  - ii. Information shall be sought from residential school Survivors and other Knowledge Keepers in the development of such strategies.
  - iii. Aboriginal protocols shall be respected before any potentially invasive technical inspection and investigation of a cemetery site.

#### **NATIONAL CENTRE FOR TRUTH AND RECONCILIATION**

77. We call upon provincial, territorial, municipal, and community archives to work collaboratively with the National Centre for Truth and Reconciliation to identify and collect copies of all records relevant to the history and legacy of the residential school system, and to provide these to the National Centre for Truth and Reconciliation.
78. We call upon the Government of Canada to commit to making a funding contribution of \$10 million over seven years to the National Centre for Truth and Reconciliation, plus an additional amount to assist communities to research and produce histories of their own residential school experience and their involvement in truth, healing, and reconciliation.

#### **COMMEMORATION**

79. We call upon the federal government, in collaboration with Survivors, Aboriginal organizations, and the arts community, to develop a reconciliation framework for Canadian heritage and commemoration. This would include, but not be limited to:
- i. Amending the Historic Sites and Monuments Act to include First Nations, Inuit, and Métis representation on the Historic Sites and Monuments Board of Canada and its Secretariat.
  - ii. Revising the policies, criteria, and practices of the National Program of Historical Commemoration to integrate Indigenous history, heritage values, and memory practices into Canada's national heritage and history.

iii. Developing and implementing a national heritage plan and strategy for commemorating residential school sites, the history and legacy of residential schools, and the contributions of Aboriginal peoples to Canada's history.

80. We call upon the federal government, in collaboration with Aboriginal peoples, to establish, as a statutory holiday, a National Day for Truth and Reconciliation to honour Survivors, their families, and communities, and ensure that public commemoration of the history and legacy of residential schools remains a vital component of the reconciliation process.
81. We call upon the federal government, in collaboration with Survivors and their organizations, and other parties to the Settlement Agreement, to commission and install a publicly accessible, highly visible, Residential Schools National Monument in the city of Ottawa to honour Survivors and all the children who were lost to their families and communities.
82. We call upon provincial and territorial governments, in collaboration with Survivors and their organizations, and other parties to the Settlement Agreement, to commission and install a publicly accessible, highly visible, Residential Schools Monument in each capital city to honour Survivors and all the children who were lost to their families and communities.
83. We call upon the Canada Council for the Arts to establish, as a funding priority, a strategy for Indigenous and non-Indigenous artists to undertake collaborative projects and produce works that contribute to the reconciliation process.

#### **MEDIA AND RECONCILIATION**

84. We call upon the federal government to restore and increase funding to the CBC/Radio-Canada, to enable Canada's national public broadcaster to support reconciliation, and be properly reflective of the diverse cultures, languages, and perspectives of Aboriginal peoples, including, but not limited to:
- i. Increasing Aboriginal programming, including Aboriginal-language speakers.
  - ii. Increasing equitable access for Aboriginal peoples to jobs, leadership positions, and professional development opportunities within the organization.
  - iii. Continuing to provide dedicated news coverage and online public information resources on issues of concern to Aboriginal peoples and all Canadians,

including the history and legacy of residential schools and the reconciliation process.

85. We call upon the Aboriginal Peoples Television Network, as an independent non-profit broadcaster with programming by, for, and about Aboriginal peoples, to support reconciliation, including but not limited to:
  - i. Continuing to provide leadership in programming and organizational culture that reflects the diverse cultures, languages, and perspectives of Aboriginal peoples.
  - ii. Continuing to develop media initiatives that inform and educate the Canadian public, and connect Aboriginal and non-Aboriginal Canadians.
86. We call upon Canadian journalism programs and media schools to require education for all students on the history of Aboriginal peoples, including the history and legacy of residential schools, the *United Nations Declaration on the Rights of Indigenous Peoples*, Treaties and Aboriginal rights, Indigenous law, and Aboriginal-Crown relations.

#### **SPORTS AND RECONCILIATION**

87. We call upon all levels of government, in collaboration with Aboriginal peoples, sports halls of fame, and other relevant organizations, to provide public education that tells the national story of Aboriginal athletes in history.
88. We call upon all levels of government to take action to ensure long-term Aboriginal athlete development and growth, and continued support for the North American Indigenous Games, including funding to host the games and for provincial and territorial team preparation and travel.
89. We call upon the federal government to amend the Physical Activity and Sport Act to support reconciliation by ensuring that policies to promote physical activity as a fundamental element of health and well-being, reduce barriers to sports participation, increase the pursuit of excellence in sport, and build capacity in the Canadian sport system, are inclusive of Aboriginal peoples.
90. We call upon the federal government to ensure that national sports policies, programs, and initiatives are inclusive of Aboriginal peoples, including, but not limited to, establishing:
  - i. In collaboration with provincial and territorial governments, stable funding for, and access to, community sports programs that reflect the diverse

cultures and traditional sporting activities of Aboriginal peoples.

- ii. An elite athlete development program for Aboriginal athletes.
- iii. Programs for coaches, trainers, and sports officials that are culturally relevant for Aboriginal peoples.
- iv. Anti-racism awareness and training programs.
91. We call upon the officials and host countries of international sporting events such as the Olympics, Pan Am, and Commonwealth games to ensure that Indigenous peoples' territorial protocols are respected, and local Indigenous communities are engaged in all aspects of planning and participating in such events.

#### **BUSINESS AND RECONCILIATION**

92. We call upon the corporate sector in Canada to adopt the *United Nations Declaration on the Rights of Indigenous Peoples* as a reconciliation framework and to apply its principles, norms, and standards to corporate policy and core operational activities involving Indigenous peoples and their lands and resources. This would include, but not be limited to, the following:
  - i. Commit to meaningful consultation, building respectful relationships, and obtaining the free, prior, and informed consent of Indigenous peoples before proceeding with economic development projects.
  - ii. Ensure that Aboriginal peoples have equitable access to jobs, training, and education opportunities in the corporate sector, and that Aboriginal communities gain long-term sustainable benefits from economic development projects.
  - iii. Provide education for management and staff on the history of Aboriginal peoples, including the history and legacy of residential schools, the *United Nations Declaration on the Rights of Indigenous Peoples*, Treaties and Aboriginal rights, Indigenous law, and Aboriginal-Crown relations. This will require skills based training in intercultural competency, conflict resolution, human rights, and anti-racism.

#### **NEWCOMERS TO CANADA**

93. We call upon the federal government, in collaboration with the national Aboriginal organizations, to revise the information kit for newcomers to Canada and its citizenship test to reflect a more inclusive history of the diverse Aboriginal peoples of Canada, including

information about the Treaties and the history of residential schools.

94. We call upon the Government of Canada to replace the Oath of Citizenship with the following:

I swear (or affirm) that I will be faithful and bear true allegiance to Her Majesty Queen Elizabeth II, Queen of Canada, Her Heirs and Successors, and that I will faithfully observe the laws of Canada including Treaties with Indigenous Peoples, and fulfill my duties as a Canadian citizen.

## Truth and Reconciliation Commission of Canada

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## Municipal-Aboriginal Relationships

**Presentation to:**  
**North Western Ontario Regional Conference**  
**Sept 30, 2010**  
*Presented in conjunction with Ministry of Aboriginal Affairs – see MAA Deck*

Local Government & Planning Policy Division  
Ministry of Municipal Affairs and Housing



The fundamental objective of the modern law of aboriginal and treaty rights is the reconciliation of aboriginal peoples and non-aboriginal peoples and their respective claims, interests and ambitions.

The management of these relationships takes place in the shadow of a long history of grievances and misunderstanding.

The multitude of smaller grievances created by the indifference of some government officials to aboriginal people's concerns, and the lack of respect inherent in that indifference has been as destructive of the process of reconciliation as some of the larger and more explosive controversies.

Justice Binnie, *Mikisew Cree* decision (2005, Supreme Court of Canada), para. 1

Local Government & Planning Policy Division  
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**The knowledge base and legal environment related to Aboriginal rights evolves rapidly.**

**This document is for information only and is not a substitute for seeking legal or other professional advice. Users should verify this information from other sources prior to making decisions or acting upon it.**

Local Government & Planning Policy Division  
Ministry of Municipal Affairs and Housing



## Contents

- Relevance to Municipalities
- History (see MAA deck)
- Duty to Consult (see MAA deck)
- Working with Aboriginal Communities (see MAA deck)
- Value of Engagement
- Issues and Challenges
- Conclusion
- Resources (also see MAA deck)

Local Government & Planning Policy Division  
Ministry of Municipal Affairs and Housing



## Relevance to Municipalities

- Aboriginal peoples are:
  - part of our community;
  - part of cultural heritage; and
  - participants in the local economy, community health, investment and growth.
- Matters that are often of interest to Aboriginal communities include:
  - archaeological/burial site issues during the development process;
  - impact of growth on hunting and fishing rights
- Makes sense to engage affected Aboriginal peoples as part of a municipality's regular business.

## Some Issues/Challenges

- Capacity requests
- Balance between Aboriginal peoples' interests and others
- Federal role
- Flexible processes:
  - adaptable to particular circumstances
  - involving the appropriate **Aboriginal representative**
  - **ensuring timeliness of project**

## Why Engage with Aboriginal Peoples?

- Meaningful relationship-building can be based on:
  - good relationships with neighbours; and
  - involving Aboriginal peoples in policy and program development that may affect their interests;
  - legal requirements
- Ideally, municipal-Aboriginal relationships
  - should be flexible to adapt to particular circumstances
  - have a shared objective of helping to build co-operative and respectful dialogue based on mutual respect.

## Municipal-Aboriginal Relationships: Case Studies



- Reflects MAH's position that municipalities have a duty to consult in some circumstances.
- Provides information to municipalities on the opportunities and responsibilities to engage and consult with Aboriginal communities.
- Provides examples where municipalities and Aboriginal communities have found innovative ways to work together.
- <http://www.mah.gov.on.ca/Page6054.aspx>

## Conclusion

- History matters – we all have a role to play
- Engaging with Aboriginal peoples is good municipal practice and good for the community
- Many municipalities are successfully engaging and partnering with Aboriginal communities
- Need to work together to move forward

## Resources

- Indian and Northern Affairs Canada ([www.aicn-inac.gc.ca](http://www.aicn-inac.gc.ca))
- Ontario Ministry of Aboriginal Affairs ([www.aboriginalaffairs.gov.on.ca](http://www.aboriginalaffairs.gov.on.ca))
  - New Relationship Fund (<http://www.aboriginalaffairs.gov.on.ca/english/policy/nrf/nrf.asp>)
- Aboriginal Canada Portal ([www.aboriginalcanada.gc.ca](http://www.aboriginalcanada.gc.ca))
- Aboriginal communities
- Chiefs of Ontario website ([www.chiefs-of-ontario.org](http://www.chiefs-of-ontario.org))
- Métis Nation of Ontario (<http://www.metisnation.org>)
- Federation of Canadian Municipalities: Land Management Project: <http://www.fcm.ca/english/View.asp?mp=532&x=790>
- Union of British Columbia Municipalities [www.civicnet.bc.ca](http://www.civicnet.bc.ca)
- Natural Resources Canada, Historical Indian Treaties Time Line <http://atlas.nrcan.gc.ca/site/english/maps/historical/indiantreaties/historicaltreaties/8>
- Internet keyword search using your favourite search engine



Municipal-Aboriginal

# RELATIONSHIPS:

*Case Studies*





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## Foreword

“The fundamental objective of the modern law of aboriginal and treaty rights is the reconciliation of aboriginal peoples and non-aboriginal peoples and their respective claims, interests and ambitions. The management of these relationships takes place in the shadow of a long history of grievances and misunderstanding. The multitude of smaller grievances created by the indifference of some government officials to aboriginal people’s concerns, and the lack of respect inherent in that indifference has been as destructive of the process of reconciliation as some of the larger and more explosive controversies.”

Justice Binnie, *Mikisew Cree* decision (2005, Supreme Court of Canada), *para. 1*

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## Introduction

Local governments' relationships with Aboriginal peoples are changing. Across Canada, municipal governments and neighbouring Aboriginal communities are developing stronger relationships. Together, they are creating opportunities to improve the quality of life for their residents.

Establishing and maintaining respectful relationships between all parties is essential to good municipal-Aboriginal relationships and is a basic principle of good municipal governance. By respecting each other's perspectives and developing relationships, municipalities and Aboriginal communities can build trust, address potentially challenging issues and act collaboratively to achieve social and economic well-being for all residents.

The special characteristics of Aboriginal communities make municipal-Aboriginal relationships unique. *The Constitution Act, 1982* recognizes the Aboriginal and treaty rights of Aboriginal peoples – which include Indians (more commonly referred to as 'First Nations'), Métis and Inuit. Recent court decisions have determined that these rights may trigger a duty to consult with Aboriginal communities in certain circumstances. If the Crown (federal, territorial, provincial) is considering a decision that may adversely affect established or asserted Aboriginal or treaty rights, the Crown has a duty to consult and, where appropriate, to accommodate the affected Aboriginal peoples.

The Ministry of Municipal Affairs and Housing's position is that municipalities have a duty to consult in some circumstances. This document is designed to help municipalities and their staff understand the opportunities and responsibilities to engage and consult with Aboriginal communities, and provides examples of current experiences.

## Relevance to Municipalities

Aboriginal history is an integral part of the heritage of Ontario. The existing Aboriginal and treaty rights of Canada's Aboriginal peoples are recognized and affirmed in the *Constitution Act, 1982*. Aboriginal peoples participate in local economies and have interests such as community health, investment and growth. Engaging Aboriginal peoples should be part of a municipality's regular business practices.

Engaging Aboriginal communities has many benefits to First Nations, Metis and local governments, as can be seen in the case studies which follow. The case studies provide examples of opportunities where Aboriginal peoples and municipalities shared a mutual interest in the community. Early and frequent engagement with Aboriginal communities provides knowledge that can help in future decision-making.

### Engaging Aboriginal communities

Engaging Aboriginal communities is different from engaging with others. Recognition of Aboriginal rights is enshrined in Canada's constitution. Aboriginal communities have different cultural and governance structures, and they may also differ from each other in many ways.

"In all its dealings with Aboriginal peoples, the Crown must act honourably, in accordance with its historical and future relationship with the Aboriginal peoples in question. The Crown's honour cannot be interpreted narrowly or technically, but must be given full effect in order to promote the process of reconciliation mandated by s. 35(1) [of the *Constitution Act, 1982*]."

Chief Justice McLachlin, *Taku River* decision (2004, Supreme Court of Canada), para. 24

Strong municipal-Aboriginal relations can assist in meeting a range of objectives, including identifying areas of mutual interest and developing joint initiatives, meeting regulatory requirements for community development, partnering on service delivery and resource management. Numerous municipalities across Ontario are already engaging Aboriginal peoples on a range of issues.

There are a number of matters in which local Aboriginal communities can be engaged. These matters could include:

- Land-use planning and development processes.
- Policy development and implementation.
- Preparation of archaeological master plans.
- Infrastructure planning and environmental assessment processes.
- Proposed changes to municipal boundaries.
- Policies related to cultural protection and development, i.e., protection of archaeological and burial sites.

There are a number of tools which municipalities could consider using, including:

- A shared services agreement with Aboriginal communities.
- A dispute settlement protocol which can be used when challenging issues arise during future discussions between a municipality and an Aboriginal community.

While there are broader issues around Aboriginal and treaty rights, and the Crown/Aboriginal relationship, finding ways to address local needs is also very important. Municipalities are well positioned to facilitate local solutions to local concerns.

## Aboriginal and Treaty Rights

Understanding Aboriginal and treaty rights is important to forming partnerships with a local Aboriginal community.

Aboriginal and treaty rights have a long history in Canada. The *Constitution Act, 1982* recognizes these rights and identifies who holds them by defining Aboriginal peoples to include Indians, Métis and Inuit.

### **Part I**

#### **Section 25 of the Canadian Charter of Rights and Freedoms**

25. The guarantee in this Charter of certain rights and freedoms shall not be construed so as to abrogate or derogate from any aboriginal, treaty or other rights or freedoms that pertain to the aboriginal peoples of Canada including

- (a) any rights or freedoms that have been recognized by the Royal Proclamation of October 7, 1763; and
- (b) any rights or freedoms that now exist by way of land claims agreements or may be so acquired.

### **Part II**

#### **Rights of the Aboriginal Peoples of Canada**

35. (1) The existing aboriginal and treaty rights of the aboriginal peoples of Canada are hereby recognized and affirmed.

- (2) In this Act, “aboriginal peoples of Canada” includes the Indian, Inuit, and Métis peoples of Canada.
- (3) For greater certainty, in subsection (1) “treaty rights” includes rights that now exist by way of land claims agreements or may be so acquired.

Aboriginal and treaty rights are collective rights, meaning that they are held by the community rather than the individual.

## *Established Rights and Asserted Rights*

It is important to be aware of both established rights and asserted rights. Established rights include the rights that have been recognized in an existing treaty or court decision. Rights claimed by Aboriginal peoples that are not recognized in such a way are known as asserted rights. These may often include assertions related to land and/or hunting and fishing but may also include other matters. New assertions may arise at any time, which is one of many reasons why Aboriginal engagement processes need to be flexible and responsive to changes in circumstances.

## *Aboriginal Rights*

For an activity to be an Aboriginal right, it must be an element of a practice, custom or tradition which is integral to the distinctive culture of the Aboriginal community claiming the right.

- For First Nations and Inuit communities, the activity must have existed at the time of first contact with Europeans.
- For Métis communities, the activity must have existed prior to the time of effective European control.

In both instances, the current practice, custom or tradition must have continuity with the historic practice, custom or tradition, and it must remain integral to the community's culture. Present-day activities may be the modern form of a historical practice, custom or tradition.

Aboriginal rights may be modified or surrendered through treaties. The impact of a treaty on Aboriginal rights will depend on the interpretation of the particular treaty.

## *Treaty Rights*

Treaty rights are the rights that Aboriginal communities have as a result of special agreements entered into with the Crown. For example, a treaty may recognize the signatory Aboriginal communities' rights to hunt, fish and trap.

In reviewing treaties, municipalities should consider how the treaties may have been understood by the Aboriginal peoples who signed them. Municipalities could obtain information directly from potentially affected Aboriginal communities and could examine historical documentation.

Municipalities may also wish to consult their lawyers for advice regarding how case law or a particular treaty may apply to their situation. Effective engagement and partnership with local Aboriginal communities is more likely to succeed if the relevant Aboriginal and treaty rights are understood by all parties.

## Case Studies

Across Canada, there are a number of examples of successful Aboriginal-municipal relationships and the following case studies highlight some of the experiences in Ontario. It should be emphasized that the unique experiences of each municipality and local Aboriginal communities will play a role in shaping engagement. The following section sets out a few instances where municipalities and Aboriginal communities have found innovative ways to work together.

### Case Study: Teston Site Ossuary, York Region

**Parties:** York Region, City of Vaughan, Huron-Wendat Nation, Mississaugas of Scugog Island First Nation, Six Nations of the Grand River

In August 2005, the excavation for widening Teston Road uncovered human remains under the original Teston Road pavement. York Regional Police and the Office of the Chief Coroner investigated the discovery and concluded that there was no recent forensic interest. The site was released back to York Region, which informed the Cemeteries Branch of Ontario's Ministry of Government Services and the Mississaugas of Scugog Island First Nation (the geographically closest First Nation) of the discovery. Recognizing the possibility that other First Nations with a closer affiliation may have an interest in the burial site, contact was also made with the Huron-Wendat Nation and Six Nations of the Grand River.

An archaeological investigation was commissioned by York Region. The purpose of the archaeological investigation was to determine the likely origins of the burial site, including an estimation of the age and number of persons interred, and their cultural affiliation. As part of the investigation, more than 20,000 pieces of human remains that had been displaced during the initial discovery of the Teston Site Ossuary were recovered.

A report summarizing the findings of the investigation was submitted to the Registrar of Cemeteries. The Registrar of Cemeteries Declaration recognized that the ossuary contained remains of ancestors of the Huron Wendat Nation, the Mississaugas of Scugog Island First Nation, the Six Nations of the Grand River and various Anishnabeg communities of the north shore of Lake Ontario.

The first formal meeting was held in November 2005. There was a consensus among the First Nations that the Teston Site Ossuary should remain in its original location and the road be realigned. Recognizing the historical and cultural significance of the Teston Site Ossuary, York Region began investigating how this could be accommodated. After conducting technical studies and discussions with the First Nations, neighbouring residents and the City of Vaughan, the site was redesigned. The disturbed portion of the Ossuary was to be reconstructed to reflect its original layout and to allow the displaced remains to be returned to their original burial site.

In May 2006, the redesign was completed and submitted to the First Nations for their review. In July 2006, York Region met again with the First Nations, neighbouring residents and the City of Vaughan. There was consensus approval of the redesign and York Region began implementing the changes.

**Case Study: Teston Site Ossuary, York Region – continued**

By December 2006, the road construction was complete and fully opened to traffic. The Teston Site Ossuary was protected and in May 2007, the First Nations communities came together to bury the displaced remains. They conducted a traditional, culturally appropriate ceremony which included lining the bottom of the ossuary with animal skins and burning sage. Ceremonies were performed by Elders and spiritual leaders.

This example demonstrates the importance of communication and the willingness of all parties to work together. The Region identified an Aboriginal concern, conducted research, contacted the affected parties, and then each party worked towards finding a resolution. Aboriginal traditions were respected and the Region also worked closely with the affected lower tier municipality and residents.

## **Case Study: Town of Midland**

**Parties:** Town of Midland, Huron-Wendat Nation, Beausoleil First Nation

In 2003, during site preparation for construction of a municipal community centre, workers unearthed human remains and the Town immediately ceased work. The Town's museum curator, having identified the site as a potential Aboriginal ossuary, contacted the closest Aboriginal community. The Town began discussions with First Nations on how to go about protecting and preserving the land.

A consultation with the First Nations led to the implementation of protection and preservation measures. The First Nations participating in the discussions were the Beausoleil First Nation, which is located near Midland on Christian Island, as well as the Huron-Wendat Nation. The Huron-Wendat Nation was known to have occupied the area and it is believed that Huron-Wendat ancestors were buried in the ossuary. The protection and preservation measures were designed to ensure that future generations can access the site. The mayor and municipal council provided staff with full financial and political support to move ahead on this project.

During this consultation, the Town followed the guidance of a First Nations Elder. A privacy barrier was erected and security guards were hired to protect the site from damage. The Town recovered the distributed remains and stored them until the site was stabilized. In 2003, the Town supported the First Nations in the reburial ceremony. In consultation with the First Nations, the Town landscaped the area and erected a commemorative stone. The site has since been declared an Aboriginal peoples' cemetery.

The quick action on the part of the Town to recognize the importance of the site and to notify its neighbouring Aboriginal community was important to the building of good relations between the parties. The Town provided some financial support for costs incurred by the First Nations. In this case, leadership and a respectful approach resulted in a cooperative and constructive consultation with positive outcomes.

**Case Study: Town of Midland – continued**

*“Although a result of an unfortunate incident, the outcome has led to positive discussions and sharing of cultures between the Town and First nation groups. No lawyers were involved and a resolution was amicably agreed to by all parties involved. The preservation of the ossuary and identification of the site holds enormous significance to the First Nations. There was a building of relationships between First Nations and the Town; it raised public awareness and has put in place a stewardship of land developments and controls; and has resulted in the step up of archaeological assessment.”*

– Fred Flood – “Ontarajia: A Huron Wendat Ossuary” – The Association of Professional Archaeologists, 2007-01 Winter Edition

### **Case Study: Common Ground Working Group with Abitibi-Consolidated – Kenora, Ontario**

**Parties:** City of Kenora and The Grand Council of Treaty #3, as led by Wauzhusk Onigum, Ochiichagwe ‘Babigo’ Ining and Obashkaandagaang Bay First Nations; with contribution from Abitibi-Consolidated Ltd.

In 2001, the leaders of the Grand Council of Treaty #3 and the City of Kenora created the Common Land, Common Ground initiative as a way for First Nations and municipal governments to discuss areas of mutual concern. The initiative was based on the idea that governments whose people share a territory and its resources should create and maintain ways to live and work in harmony. Both municipal and First Nations leaders realized that an ongoing, constructive relationship could help avoid potential disputes in the future.

In 2004, the community became aware of the Rat Portage historic site, a key link in the trans-Canada canoe route. This portage had been the path shared by all peoples over thousands of years. There was a clear and profound Aboriginal tie to the site and ‘ownership’ could have been contentious. However, in the spirit of the Common Land, Common Ground initiative, and in respect for the ‘shared path’, both the City of Kenora and the First Nation leaders resolved to move forward as equal partners in the management of the site.

The future of some nearby lands was also a delicate situation. Tunnel Island, owned by Abitibi-Consolidated, was 370 acres of undeveloped land that was considered to be valuable, and which contained evidence of over 8,000 years of continuous human occupation. With the closure of its mill, Abitibi was divesting itself of its holdings in Kenora and both the City and First Nations expressed their interest in these heritage lands.

**Case Study: Common Ground Working Group with Abitibi-Consolidated – Kenora, Ontario**  
 – continued

In a two-day facilitated meeting, leaders and Elders from the Grand Council, the three First Nations, municipal leaders and representatives of the company discovered they had a common vision, shared principles and connections to the Tunnel Island land. They emerged describing a renewed partnership: one of alliance and sharing between peoples, which was the original intent of the treaty.

When the First Nations and municipality committed to collaborate on the management of the Rat Portage, Abitibi indicated that it might grant the Tunnel Island land to such a partnership. By the fall of 2006, a formal memorandum between the First Nations, the municipality and the company was in place. It dedicated the land to all the people under joint management, so the land would be “Common Ground” forever.

The land is jointly managed by the Common Ground Working Group (CGWG) which is composed of the City of Kenora, Grand Council Treaty #3 and the three First Nations that formed the original Rat Portage Band: Wauzhusk Onigum, Ochiichagwe ‘Babigo’ Ining and Obashkaandagaang Bay, as well as assisted by the federal and provincial governments. The CGWG makes decisions through consensus and respects the due processes required of both the Aboriginal and non-Aboriginal systems. All members of the group, as well as the public, shared in the traditional Anishnabeg ceremonies to honour the land and the waters on which everyone depends.

The CGWG has gone a long way to build on the commonalities between the First Nations and municipality. However, its process is very careful to respect and even celebrate its members’ differences. The CGWG’s success demonstrates the value of having consistent working relationships in place to handle issues of mutual concern between municipal governments and First Nations. As seen by Kenora’s experience, when different communities join together to tackle shared issues, they are likely to find mutually beneficial solutions and new opportunities for collaboration.

The Common Ground Working Group has presented its work to a wide range of audiences and continues to be interested in sharing its approach with others.

*“I am honoured to be present [at the signing of this agreement] as we take our first formal steps together down the shared path of our Common Ground.” – Len Compton, Kenora Mayor*

**Case Study: Elliot Lake – Serpent River First Nation MOU**

**Parties:** City of Elliot Lake, Serpent River First Nation

On September 4, 2007, a ceremony was held for the official signing of a Memorandum of Understanding (MOU) between the Serpent River First Nation (also known as the Anishnabek of Genaabaiging) and the City of Elliot Lake.

**Case Study: Elliot Lake – Serpent River First Nation MOU – *continued***

The MOU affirms collaboration between the First Nation and the City through a Joint Relations Committee (JRC), which focuses on five key priorities:

- Economy / employment / procurement.
- Heritage planning and sharing of resources.
- Mutually beneficial supported initiatives, programs, and services.
- Land use and acquisition.
- Joint lobbying and communications with other governments.

The MOU also notes that these priorities are subject to change and may be updated.

The JRC initiative began in February 2006. The committee is composed of members from both the Serpent River First Nation and the City of Elliot Lake. The JRC's responsibilities include providing information, options and recommendations to their respective councils for action or resolution.

The committee's terms of reference states that both parties recognize a need for collaboration to rebuild the economy of the area. It highlights the shared principle that replacing an ad-hoc relationship with a formal joint relations committee will increase economic opportunities and ultimately provide a discussion venue for the two communities.

The creation of the JRC is a proactive measure that recognizes the long-standing common interests of the two communities. It provides a stable forum for identifying and understanding concerns, working towards solutions and promoting the economic and social well-being of the communities.

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*"Today we are celebrating the beginning of a new, constructive relationship. It will be a template for future successful agreements between other First Nations in Ontario and their neighbours."*

– Mayor Rick Hamilton, City of Elliot Lake - Report by the Joint Relations Committee – Sept.4, 2007.

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**Case Study: Belle Island and Kingston's Future Aboriginal Relationships**

**Parties:** City of Kingston, the Six Nations of the Grand River, the Algonquins of Ardoch, the Algonquins of Sharbot Lake, the Algonquins of Pikwàkanagàn, the Mohawk Council of Akwesasne, the Mohawks of the Bay of Quinte and the Huron-Wendat of Wendake

In 1988, human remains were discovered on Belle Island, a 37.5 acre parcel of land in the Great Cataraqui River. The City of Kingston recognized the historical importance of the island and recommendations were made to do further work on the more recent remains. A year later, City council passed a resolution that portions of the island be registered as a cemetery.

**Case Study: Belle Island and Kingston's Future Aboriginal Relationships – *continued***

In 2000, the remains were interred and an archaeological assessment of the site was conducted. The following year, City council passed a resolution recognizing that Belle Island contained First Nations cultural heritage resources and began consultations with local First Nations. Discussions regarding the history and protection of the site took place from 2001-2005 among the Belle Island parties. Notices of the discussions were also given to various federal and provincial departments and agencies.

In the fall of 2006, City council approved a strategy of specific actions and commitments to protect the site, which was established through discussions with local First Nations. This strategy included:

- Establishing an implementation team composed of three staff members representing the City of Kingston and three representatives from the First Nations, to undertake the elements of this proposed strategy.
- Agreeing that the island should remain under the land use jurisdiction of the City and that the City should retain responsibility for insurance, services and security, as may be required.
- Creating a plan for the future use of the island to enhance its natural grace and dignity.
- Agreeing to impose land use planning restrictions to ensure the future protection of the island and its natural and human values.
- Taking steps to set the island apart physically (i.e., limiting routes of access to the island).

**Aboriginal Relationships after Belle Island**

Out of the Belle Island experience, the City of Kingston determined that it needed to address Aboriginal interests as part of its normal business practices. The City committed to engaging with Aboriginal peoples in two ways:

- Provide early notice and documentation of land use plans to a wide range of Aboriginal communities.
- Consult more specifically on identified future projects.

The City's approach to including Aboriginal peoples in its business will develop and evolve as the City gains experience in sharing and gathering information with all Aboriginal groups. A significant step that will inform future decision-making processes is the development of an archaeological master plan by the City of Kingston.

The collaboration of the City of Kingston and the First Nation communities is an example of what is hoped will be a developing and meaningful municipal-Aboriginal relationship. The relationship developed by the implementation team, which had been established to address the Belle Island issue, should help future consultations between the City and Aboriginal peoples.

## Overall Lessons Learned

- It makes good sense to engage early and build relationships with Aboriginal communities.
- Be proactive in establishing municipal-Aboriginal relationships.
- Early and frequent engagement with Aboriginal communities provides knowledge that can help in future decision-making.
- Recognize and respect that building municipal-Aboriginal relationships may take time. Be aware that there are many competing demands for communities with limited resources.
- Be mindful that Aboriginal communities may be dealing with many notices from various organizations and governments.
- Understanding differences is important – Aboriginal communities are not municipalities or stakeholders.
- One size does not fit all – there are variations in municipal and Aboriginal governance models, so any engagement process must be flexible.
- Numerous municipalities across Ontario are already engaging with Aboriginal peoples on a range of issues.
- The engagement process should aim to develop a common understanding of shared interests, concerns, expectations and responsibilities.
- Formal and stable processes, such as joint relations committees, are useful tools to promote understanding and cooperation and to develop mutually beneficial solutions.
- It is important for parties to share their perspectives on the potential impacts of a proposed project/decision on treaty and Aboriginal rights.

## Selected Resources

- Indian and Northern Affairs Canada  
([www.ainc-inac.gc.ca](http://www.ainc-inac.gc.ca))
  - ✱ Contains information such as:
    - The status of specific claims.
    - First Nation profiles.
    - Treaty information, including mapping.
  - ✱ Contact INAC directly for information on specific claims, comprehensive claims, litigation matters and other relevant information.
- Ontario Ministry of Aboriginal Affairs  
([www.aboriginalaffairs.gov.on.ca](http://www.aboriginalaffairs.gov.on.ca))
  - ✱ This site brings together information on Aboriginal affairs in Ontario, including information on:
    - The role of the Ministry of Aboriginal Affairs.
    - Land claims.
    - Building partnerships.
- Aboriginal Canada portal  
([www.aboriginalcanada.gc.ca](http://www.aboriginalcanada.gc.ca))
  - ✱ A site created through a partnership of government departments and Aboriginal communities, that serves as a window to Aboriginal peoples online resources and government programs and services.
- Federation of Canadian Municipalities: Land Management Project  
(<http://www.fcm.ca/english/View.asp?mp=532&x=790>)
  - ✱ The Federation of Canadian Municipalities, in partnership with several Aboriginal organizations and the federal government, developed the Land Management Project. This initiative encourages communication, understanding and cooperation between Aboriginal peoples and municipal governments in the areas of land management and social and economic development.
  - ✱ The website includes a toolkit, best practices, a community resource guide and news on upcoming workshops.
- Aboriginal communities
  - ✱ Aboriginal communities may provide further information and resources.
- Chiefs of Ontario  
(<http://www.chiefs-of-ontario.org>)
  - ✱ The website for a coordinating body for First Nations located within the Province of Ontario.

- Métis Nation of Ontario  
([www.metisnation.org](http://www.metisnation.org))  
✱ A site containing a variety of Métis specific information.
- CivicNet BC's Resources on Aboriginal peoples Issues  
([www.civicnet.bc.ca/siteengine/activepage.asp?PageID=10&bhcp=1](http://www.civicnet.bc.ca/siteengine/activepage.asp?PageID=10&bhcp=1))  
✱ While the operating environment of BC municipalities is different, the section on Relationship Building and Dispute Resolution offers many documents that highlight best practices.
- Supreme Court decisions available at  
([scc.lexum.umontreal.ca/en/index.html](http://scc.lexum.umontreal.ca/en/index.html))

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Taku River Tlingit First Nation v. British Columbia (Project Assessment Director), 2004 SCC 74, [2004] 3 S.C.R. 550

Mikisew Cree First Nation v. Canada (Minister of Canadian Heritage), [2005] 3 S.C.R. 388, 2005 SCC 69

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*Toll Free: 800-668-0230*

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*Toll Free: 800-465-5027*

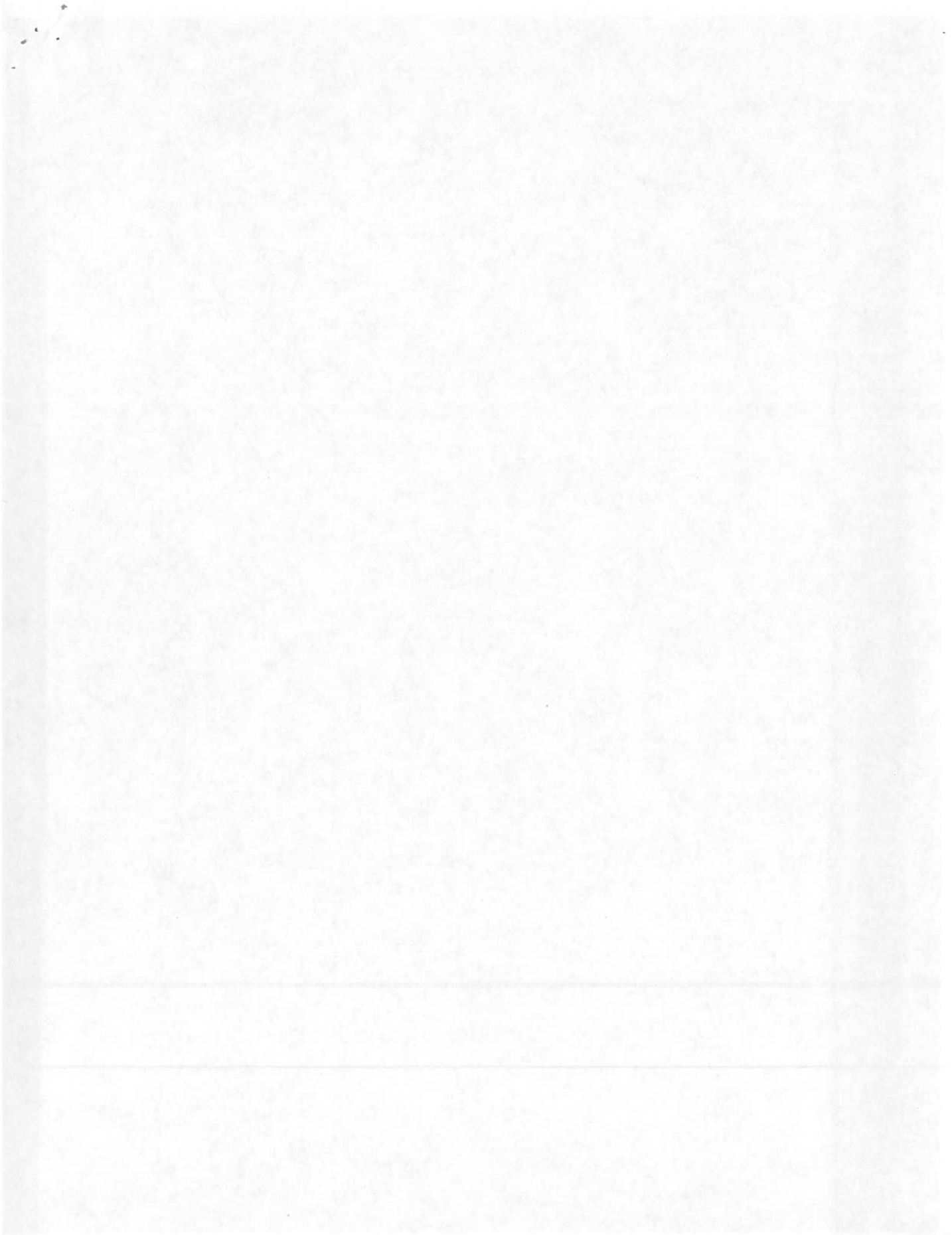
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**Western Municipal Services Office (London)**

*General Inquiry: 519-873-4020*

*Toll Free: 800-265-4736*

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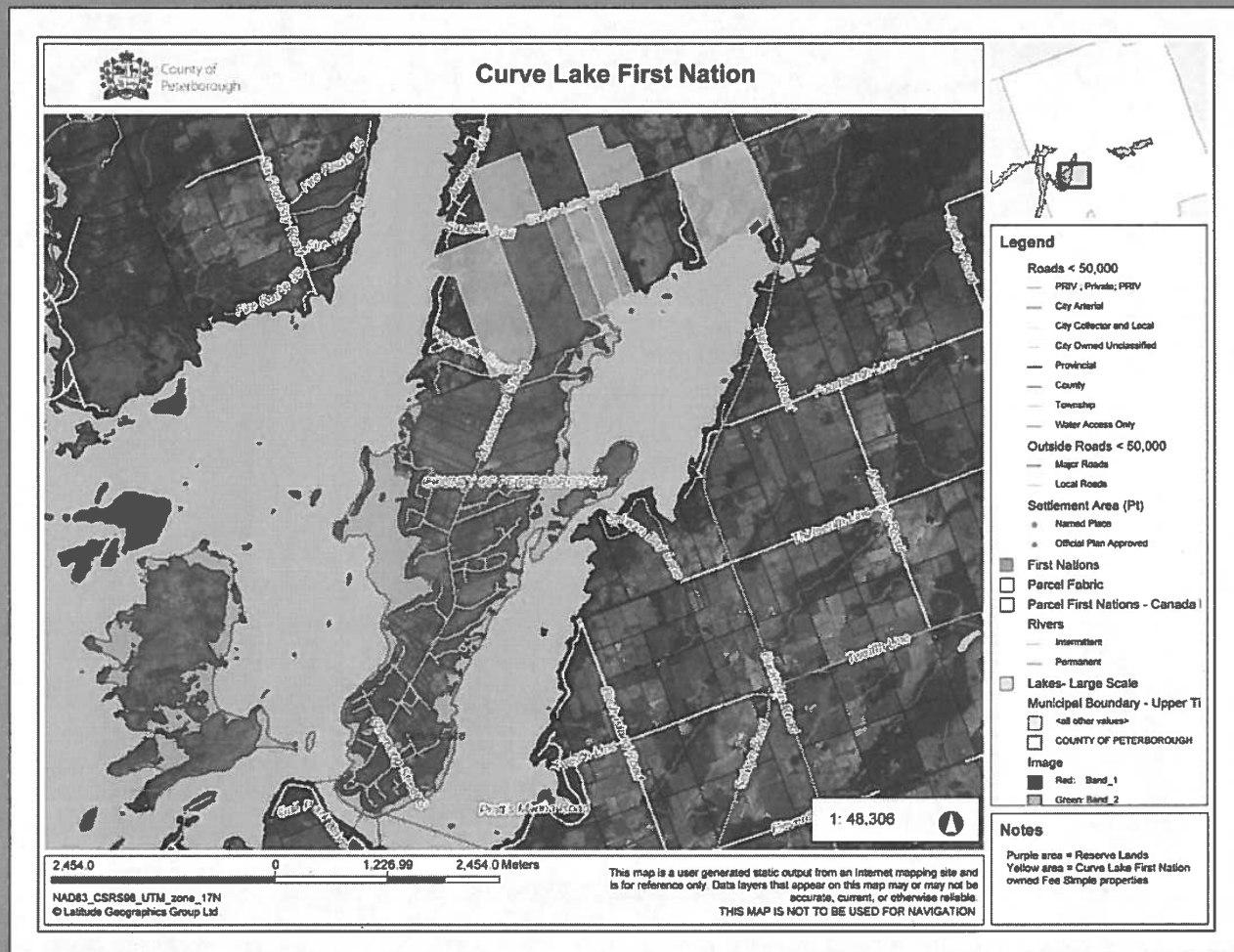
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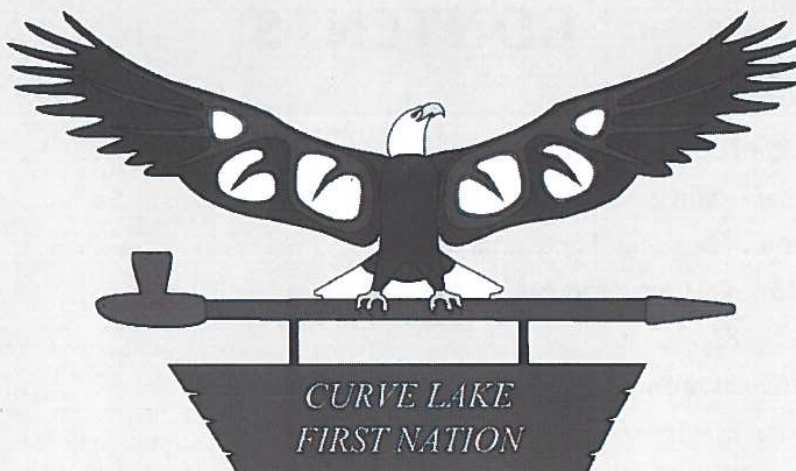
# Consultation and Accommodation Standards





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### Preamble:

Whereas Curve Lake First Nation asserts Aboriginal and Treaty rights over lands and resources within our Traditional Territory;

Whereas section 35 of the Constitution Act, 1982 recognizes and affirms the existing Aboriginal and Treaty right of the Aboriginal peoples of Canada;

Whereas the Supreme Court of Canada has established that Aboriginal peoples asserting Aboriginal and Treaty rights must be consulted and accommodated prior to occurrence of any decisions, conduct or activities that may have an impact on the rights and interests of Aboriginal peoples;

Whereas Curve Lake First Nation is willing to engage in consultations, expects to be consulted, and if appropriate, to be accommodated with respect to any and all decisions, conduct and activities that have the potential to have an adverse effect on Aboriginal and Treaty rights respecting lands and resources within the Curve Lake First Nation Traditional Territory;

Whereas any parties seeking to carry on activities within the Curve Lake First Nation Traditional Territory should only do so in accordance with this Standard and with the free, prior and informed consent of the Curve Lake First Nation.

### Name and Adaptation of these Standards:

1. This Standard shall be known as the Curve Lake First Nation Consultation and Accommodation Standards.
2. This Standard was adopted by the Curve Lake First Nation Chief and Council on May 27th, 2013, and is in force and effect immediately.

## Aboriginal and Treaty Rights:

3. Nothing in this Standard or any actions, activities, decisions or authorizations hereunder shall abrogate or derogate from the Aboriginal and Treaty rights of Curve Lake First Nation; and any actions, activities, decisions or authorizations are without prejudice to any claim or claims asserted by Curve Lake First Nation to Aboriginal and Treaty rights.
4. Nothing in this Standard, including Curve Lake First Nation engaging in consultations and accommodations with any proponent, absolves the Crown of any obligation to consult with Curve Lake First Nation and to accommodate the rights and interests of Curve Lake First Nation, in accordance with the Constitution Act, 1982.

## Guiding Principles for Meaningful Consultation:

5. **Curve Lake First Nation's Traditional Territory:** Curve Lake First Nation shares the Mississauga Williams Treaties Clauses 1 and 2 lands, Treaty 20 lands, Treaty 27½ lands and the Crawford Purchase lands. See "Shared Traditional Territories of the Mississauga Signatories to the 1923 Williams Treaties" Map.
6. **Honour of the Crown:** The Crown, in all its dealings with Curve Lake First Nation, must uphold the honour of the Crown, and undertake consultations honestly, transparently and in good faith.
7. **Reconciliation:** The principle of reconciliation shall govern and guide any and all consultations and accommodations undertaken pursuant to these Standards.
8. **Reasonableness:** The consultation process must reflect reasonable and genuine efforts made by all parties with clear, efficient and reasonable timelines established.
9. **Good Faith:** Curve Lake First Nation and all proponents engaging in consultations shall do so in good faith. Such efforts require the disclosure of relevant factors and information, no predetermined outcome or oblique motive from all parties involved.
10. **Mutual respect:** Consultation must be based on mutual respect for all participants, taking into account different interests, perspectives, cultures, understandings and concerns.
11. **Accommodation:** In fulfilling its obligation to consult under the law, the Crown shall inform, listen-to and faithfully reflect and accommodate the concerns and views of Curve Lake First Nation with respect to any impact within the Curve Lake Traditional Territory.
12. **Sharing in Impact Benefits:** It shall be an over-riding principle that Curve Lake First Nation is entitled to share in the benefits from any impact within the Curve Lake Traditional Territory.
13. **Environmental Protection and Sustainable Development:** A paramount consideration with respect to any impact is the extent to which it will harm the environment and the sustainability of the development.

14. **Protection of Traditional Heritage:** Curve Lake First Nation shall be notified of and take part in the process of traditional re-burial or traditional ceremonies with archaeological findings including but not limited to human remains and artifacts that may have historical significance to our First Nation to protect our traditional heritage and culture.
15. **Protection of Future Generations:** First Nation peoples are caretakers of Mother Earth and realize and respect Her gifts of water, air, land and food. Everything that is taken and used with the understanding that we take only what we need and we protect Her gifts as to ensure future generations, both native and non-native, will not be put in peril. They shall always have clean water to drink, fresh air to breathe, natural lands with its medicines and trees, and shall always have good food to eat including, but not limited to, wild game, fish and plant life. This should never be an exception.

### Initiation of the Notice & Consultation Process:

16. The requirement to give notice and consult under this Standard includes any action, undertaking, activity, conduct, decision or project, existing or proposed, which has the potential to adversely affect the rights and interests of Curve Lake First Nation and its Traditional Territory.
17. More specifically, Crown conduct, actions or decisions within Curve Lake Traditional Territory that shall trigger the requirement of notice and consultation under this Standard include, but are not limited to:
  - 17.1. Crown sponsored or approved mapping or exploration activities;
  - 17.2. Permitting or in any way authorizing resource exploration, extraction or development activities by third parties or the issuing of licenses, permits or approvals;
  - 17.3. Disposing of or adding to any structures, roads, bridges or any infrastructure that has the potential for environmental impact, including impacts to the water, forests, and wildlife;
  - 17.4. All forestry management and energy development activities;
  - 17.5. Disposing of any rights to lands or interests in lands and resources, including issuances of letters patent or grants of fee simple;
  - 17.6. Disposing of any rights to lands, including any and all leases, licenses, permits or approvals;
  - 17.7. Any environmental activities where there is concern for the land, water including but not limited to water sheds and water tables, air, animals and people situated within Curve Lake First Nation Traditional Territory.
  - 17.8. Any activities that may disturb or have a direct effect upon the traditional food sources and harvesting rights of Curve Lake First Nation Traditional Territory including but not limited to wild rice beds, fish, and wild game.

- 17.9. Any activities that may disturb or have a direct effect upon traditional medicines used and/or collected by Curve Lake First Nation and its members on Traditional Territory.
- 17.10. Undertaking any proposed activity with the potential to disturb or alter known or unknown archaeological / historical resources or heritage sites or sites of spiritual or cultural significance to Curve Lake First Nation; and
- 17.11. Undertaking any land use planning or management actions or decisions, including adjusting municipal boundaries.
- 18. Any impact by any public or private sector party will initiate consultations and it is incumbent on all proponents to notify Curve Lake First Nation when it is aware or ought to be aware of any such impacts.
- 19. The following procedures set out in this Standard are to be followed for all consultations except where, by prior agreement between Curve Lake First Nation and the lead proponent, the procedures may be modified to address specific circumstances.



Sunset Over Fox Island

## Giving Notice:

The proponent shall communicate its request to consult by issuing a written Notice of Request to Consult to both the Curve Lake First Nation's Lands Resource Consultation Workers and the Curve Lake First Nation Chief in a timely manner and in clear, concise and understandable language.

21. The Notice of Request to Consult shall be provided at an early stage of planning and as early as possible, prior to undertaking any activity which affects may the rights or interests of Curve Lake First Nation within or adjacent to the Curve Lake First Nation Traditional Territory.
22. The Notice of Request to Consult will contain relevant information and material facts in sufficient form and detail to assist Curve Lake First Nation to understand the matter in order to prepare a meaningful response. The Notice should contain, at a minimum but not limited to, the following:
  - 22.1. The nature and scope of the proposed activity;
  - 22.2. The timing of the proposed activity;
  - 22.3. The location of the proposed activity;
  - 22.4. How the proposed activity may affect the Curve Lake First Nation and its Traditional Territory;
  - 22.5. A profile of the proponent(s);
  - 22.6. A description of the proposed consultation process, including intended activities, timelines, expectations and limitations, if any;
  - 22.7. What documents, including applications, studies, assessments, policies are available to be reviewed which are pertinent to the proposed activity;
  - 22.8. What collateral or related processes or approvals are currently underway that affect that activity;
  - 22.9. Documentation of any deadlines or filing dates relating to the activity or the process; and
  - 22.10. Any pertinent names, addresses, and telephone numbers for contacting the relevant decision makers and those assisting the project.
23. The geographic area of interest and proposed activities shall be mapped and submitted with the Notice of Request to Consult.
24. As soon as practical, Curve Lake First Nation will confirm receipt of the Notice of Request to Consult and will provide contact information for the appropriate Curve Lake First Nation representative to whom the proponent shall henceforth direct all communications.

25. If a proponent fails to provide a Notice of Request to Consult to Curve Lake First Nation, and this failure is discovered, the First Nation reserves the right to give the proponent written notification of the failure and set a time within which the proponent shall comply with Sections [18-23] of this Standard. No action or inaction on the part of Curve Lake First Nation in regard to a proponent's failure to deliver a Notice of Request to Consult shall be deemed to be a waiver of the First Nation's right to be consulted. The requirement to provide notice is and remains the obligation of the Crown or proponents.

### Assessment by Curve Lake First Nation:

26. Curve Lake shall be provided with a reasonable period of time to consider any requests to consult and the issues raised, having regard to, among other things:
  - 26.1. The nature and complexity of the matter to be decided;
  - 26.2. Curve Lake First Nation's need to fully, properly and meaningfully consult and engage with its members;
  - 26.3. Curve Lake First Nation's need to protect future generations by anticipating any potential effects at least seven generations into the future;
  - 26.4. Curve Lake First Nation's need to protect the Aboriginal and Treaty rights of its First Nation including but not limited to harvesting, hunting, fishing, and cultural and spiritual activities;
  - 26.5. Curve Lake First Nation's need to undertake research or other specialized studies or assessments;
  - 26.6. Curve Lake First Nation's need to obtain specialized, expert, professional, legal or technical advice; and
  - 26.7. Deliberations by Chief and Council following community consultations and engagement.
27. Based on the information contained in the Notice of Request to Consult, any subsequent communication, exchange of information and/or any other relevant considerations, Curve Lake First Nation shall make a determination as to whether to:
  - 27.1. Decline the request to consult, with or without terms or conditions;
  - 27.2. Assign the proposal to the regular consultation process described below; or,
  - 27.3. Assign the proposal to the special consultation framework described below.

Curve Lake First Nation shall communicate its determination in writing to the proponent. At all times Curve Lake First Nation shall endeavor to provide a timely response to any Notice of Request to Consult, as appropriate in the circumstances. However, at no time shall a failure by Curve Lake First Nation to respond or to respond within a timeline requested by the proponent be deemed as declining the request. It is the minimal expectation that the proponent will follow up on any request after a reasonable period and, if necessary, Curve Lake First Nation may request further time to review the relevant notices.

The fact of proper and adequate consultation shall be determined by Curve Lake First Nation, in its sole discretion. Where a matter has been assigned to the regular consultation process or the special consultation framework, no communication nor information exchange shall be deemed to be considered consultation until such time as Curve Lake First Nation has accepted and acknowledged consultation or, in the case of the special consultation framework, a Consultation Agreement has been reached and is adhered to by the parties. No other action or inaction by Curve Lake First Nation shall be deemed to be a waiver of its right to be consulted where appropriate and necessary in accordance with treaty, statute, the Constitution Act, 1982, or at common law.

### Regular Consultation Framework (Level 1 – Little to no Impact):

28. A regular consultation framework will be given to applications deemed by Curve Lake First Nation, in its sole discretion, to be routine in nature and where the potential impacts or the nature of the rights infringed fall on the low end of the consultation spectrum.
29. Any further requests or information required will be detailed in writing by Curve Lake First Nation to the proponent. Additionally, Curve Lake First Nation will set out in writing its expectations in order to be consulted meaningfully in relation to the project in issue, again at the sole discretion of the First Nation.
30. Curve Lake First Nation reserves its right to re-assign a proposal from a regular consultation framework to a special consultation framework, by written notice to the proponent.



### Special Consultation Framework (Level 2 or 3 – Significant Impact):

31. The special consultation framework is a custom designed process suited for complex applications and where there are potentials for significant impacts from the proposed activities. The special consultation framework shall apply to the following activities, including but not limited to: any proposed development to Crown and Federal lands; archaeological remains or physical remains; forest management plans; mining development and/or applications; hydroelectric proposals; government land use planning process; any development that affects our environment, natural resources or watersheds.
32. Acceptance in the special consultation framework itself shall NOT be considered consultation. This framework is only a guide to the minimal expectations of Curve Lake First Nation for the administration of a meaningful consultation process, and each such process shall be agreed upon in detail amongst the parties.
33. The special consultation framework shall require the parties to enter into a Consultation Agreement, which shall be negotiated and mutually agreed upon by the parties and which shall set out in detail the consultation process to be undertaken with respect to matters under review.
34. The special consultation framework may require the development of a Joint Consultation Committee, composed of representatives from Curve Lake First Nation and the proponent. If required, the joint consultation committee shall meet on a regular basis to make recommendations about the process and means to accommodate Curve Lake First Nation's interests, including but not limited to the negotiation of any Memoranda of Understanding, Impact Benefit or other agreements in relation to the matters in issue.

### Costs:

35. The full cost of entering into meaningful consultation with Curve Lake First Nation shall be borne by the Crown and/or the proponent, including but not limited through the provision of technical and financial resources to Curve Lake First Nation. Curve Lake First Nation expects that it will not have to bear any costs of the consultation process, (see Appendix 1).
36. All parties must work to foster and enhance efficiency and reduce costs where agreed upon, without detracting from the process and the ability of the parties to obtain independent professional and technical advice and impact assessments.

### Confidentiality:

37. Curve Lake First Nation records, data and traditional knowledge gathered or recorded is the sole property of the First Nation. Any proponent requiring review of such information shall be required to enter into a confidentiality agreement prior to reviewing any documentation.
38. All information collected by Curve Lake First Nation may, at its sole discretion, be shared with the proponent, subject to entering into a confidentiality agreement and to lawyer-client privilege.

### Accommodation:

39. Any consultations under these Standards shall be undertaken in good faith. It is expected that the proponent will be open to changing the original plan, proposal, activity or decision based on the concerns or views expressed during the consultation phase. Any decisions as to whether accommodation is necessary shall be decided collaboratively by the proponent and Curve Lake First Nation, in the spirit of cooperation.
40. If, based on the consultations, a decision is made to allow the impact to proceed; the accommodation of Curve Lake First Nation's interests shall be achieved through the negotiation of a mutually beneficial agreement or series of agreements as between the affected parties, which agreement or agreements shall contain provision for future impact monitoring and which shall be binding on any related entities, successors or assigns of the proponent.
41. The proponent shall bear all costs of the negotiation and agreement process.

### Dispute Resolution:

42. Any dispute as between the parties in the negotiation of a Consultation Agreement shall be referred to alternative dispute resolution as follows:
  - 42.1. The matter shall be put forth to a designated representative of Curve Lake First Nation and a senior representative of the proponent for a negotiated resolution.
  - 42.2. If the Curve Lake First Nation representative and senior representative of the proponent are unable to reach a negotiated resolution within an agreed upon or otherwise reasonable time, the matter shall be referred to mediation. The mediator shall be an individual jointly agreed upon by both parties. The mediator shall attempt to reach a mediated resolution within 60 days of the date of conduct of the mediation.
  - 42.3. If the parties are unable to agree to a mediator or if they are unable to reach a resolution as a result of mediation, then, the matter shall be referred to arbitration. The arbitration body shall be composed of one person, if the parties are able to agree to one person; if not, then, each party shall name one arbitrator and the two shall name a third impartial arbitrator. The arbitrators shall make a decision on the dispute within 90 days of the date of conduct of the mediation.
  - 42.4. In the event of an issue arising that requires either mediation or arbitration, it is expected that the Crown will be a party to and shall actively participate in the process. Where the Crown, either federally, provincially or both as appropriate, fails or refuses to participate, it will be up to Curve Lake First Nation or the proponent jointly or severally to determine whether to proceed with alternative dispute resolution or to refer the matters to the appropriate court for an order requiring Crown participation.
43. The proponent shall bear all costs of dispute resolution.

## Implementation, Monitoring and Follow-up:

44. The proponent must keep regular contact with and inform Curve Lake First Nation of any changes or updates during the implementation and throughout completion of any activities agreed upon.
45. If at any time the proponent determines that the circumstances have changed or may have additional or unknown effects upon Curve Lake First Nation's Traditional Territory, work must cease, until Curve Lake First Nation has been notified and has had adequate time to consider any updates taken into consideration that may affect or change the current agreement.
46. The proponent must update and supply information openly to Curve Lake First Nation proactively and/or at the request of Curve Lake First Nation's Chief and Council.
47. Curve Lake First Nation retains the right to monitor and follow-up with any proponent and their activities throughout the process until completion. If there are any unforeseen direct or indirect impacts after completion, Curve Lake First Nation retains the right to further consultation.
48. Based on any additional, unforeseen circumstances, Curve Lake First Nation retains the right to re-assign a regular consultation framework into a special consultation framework through written notice to the proponent.



Ice Fishing

### Power to Make Regulations:

49. Curve Lake First Nation's Chief and Council may make regulations for carrying out and giving effect to the purpose and provisions within this document.
50. Curve Lake First Nation's Chief and Council retain the right to add to or change the provisions in this Standard as needed and without infringement on consultations that have already been agreed upon.

### Primacy of this Standard:

51. This Standard shall apply to all situations giving rise to the requirement to provide notice to or consult with Curve Lake First Nation, including situations involving any other First Nation parties in a consultation or request for consultation, notwithstanding the existence of any other consultation Standards or protocols that may apply to such consultations or communication.
52. This Standard shall apply unless and except it is expressly waived, in writing, by Curve Lake First Nation at its sole discretion.

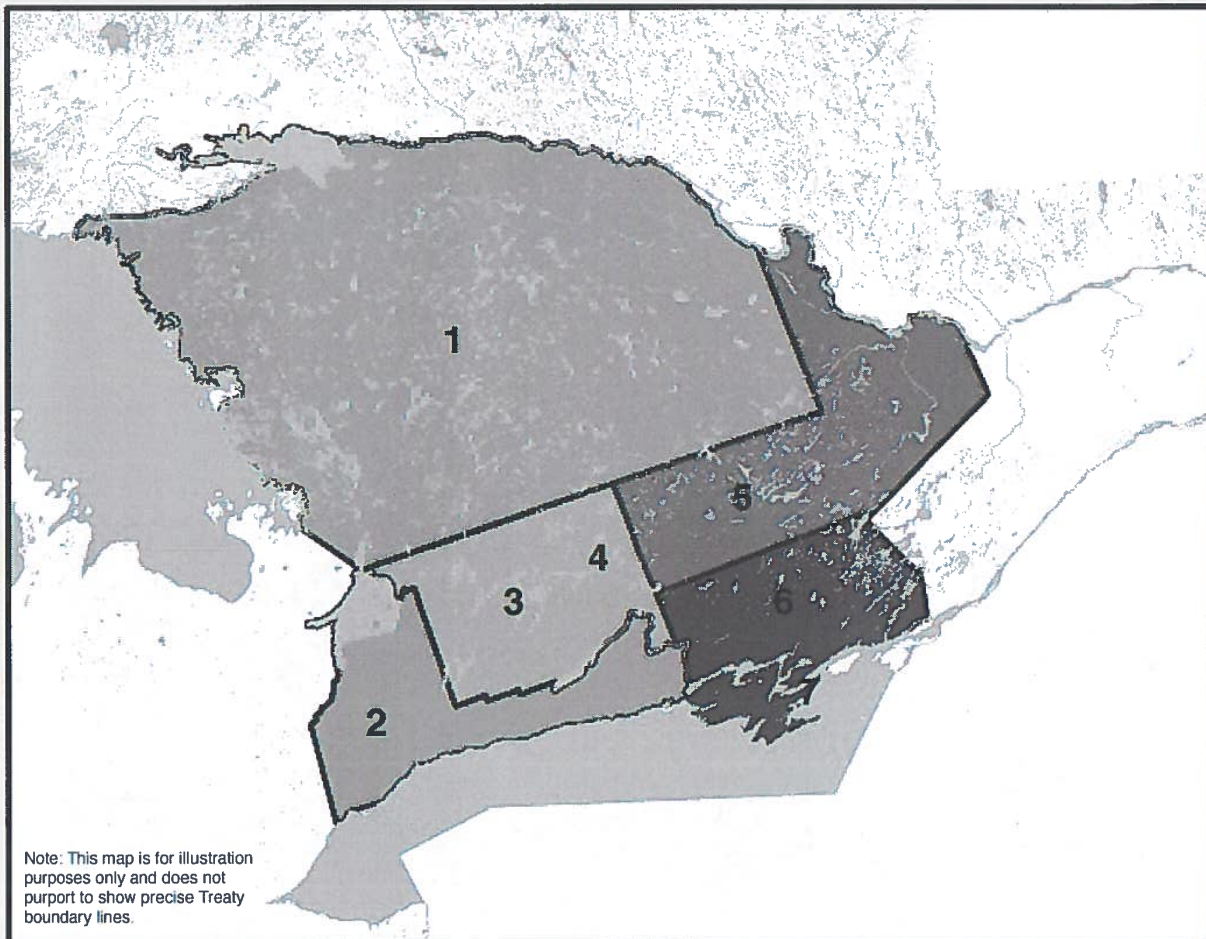
### Transitional Provisions:

53. This Standards only apply to proponents who have not already entered into any agreements with Curve Lake First Nation relation to consultations and impacts on Curve Lake First Nation Traditional Territory.
54. Proponents who have already entered into such agreements with Curve Lake First Nation, including but not limited to a memorandum of Agreement and /or a Consultation Agreement, are exempt from the application of this Standard with respect to the terms and conditions prescribed by the said agreement.

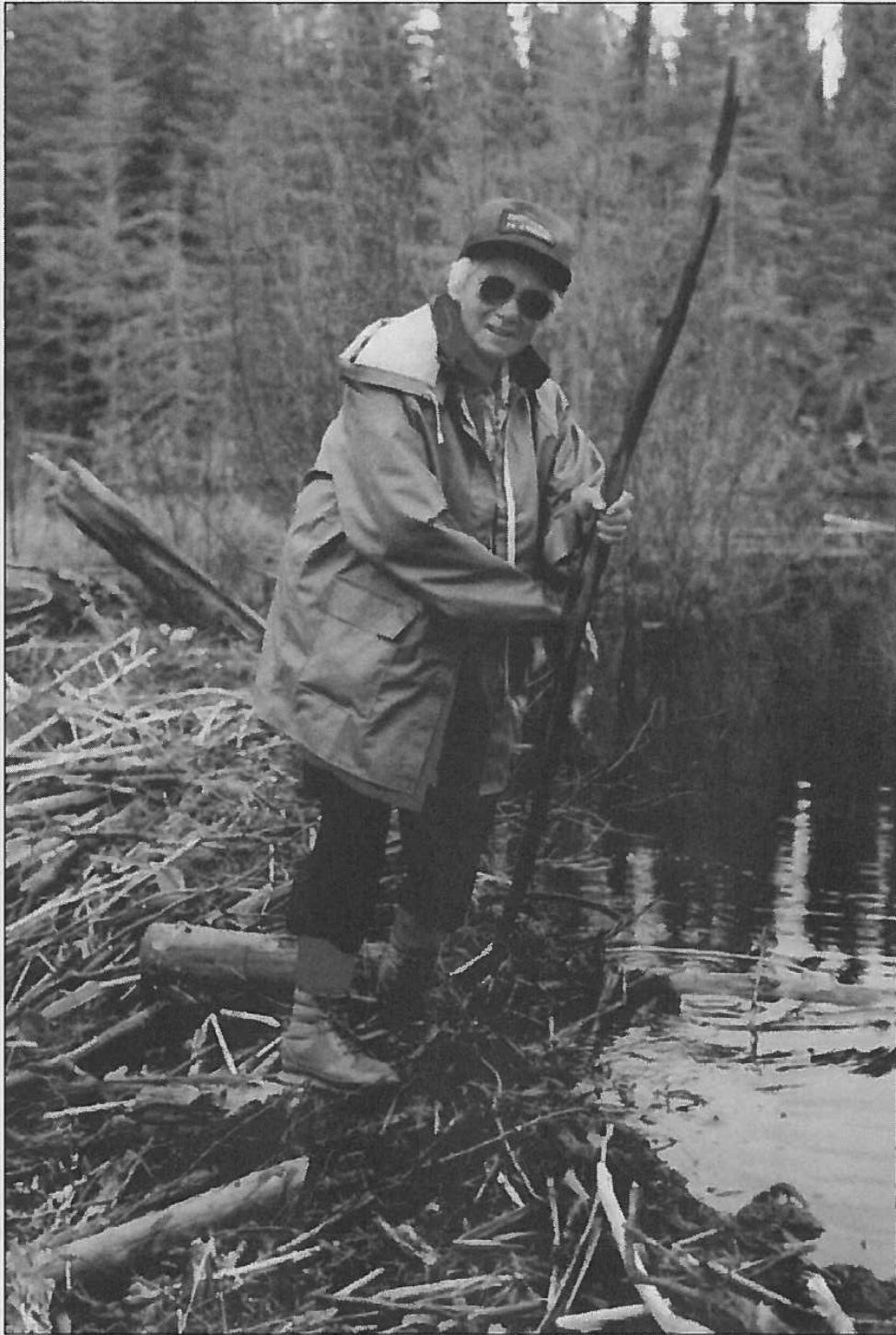


Paddling through Wild Rice Bed

## Shared Traditional Territories of the Mississauga Signatories to the 1923 Williams Treaties



- |   |  |
|---|--|
| 1 | 1923 Williams Treaty, Clause #1                |
| 2 | 1923 Williams Treaty, Clause #2                |
| 3 | 1818 Rice Lake, Treaty #20                     |
| 4 | 1856 Islands, Treaty #78                       |
| 5 | 1819/1822 Rideau Purchase, Treaty # 27 and 27¼ |
| 6 | 1819/1822 Crawford Purchases                   |
| 7 | 1856 Islands, Treaty #77                       |



## Appendix 1:

### Curve Lake First Nation Consultation Fee Chart

#### **Level 1 Projects** – Low Potential for Impacts to First Nation and Treaty rights as deemed by Curve Lake First Nation

Service	Fee
Notice of Project	NO CHARGE
Project Updates	NO CHARGE
Review of Project Information	NO CHARGE
Curve Lake First Nation Staff, Chief, Council or Elder Site Visit, per vehicle	\$.55/km + Honourariums

#### **Level 2 or 3 Projects** - Potential or Definite Impacts to First Nation and Treaty Rights as Deemed by Curve Lake First Nation

Service	Fee
File Fee for Project	\$250.00
Project Updates	Included in File Fee
Review of Standard Material and Project Overviews	Included in File Fee
Review of Large Materials; Reports and Detailed Application	Based on Project
Meeting with Staff - 2 staff; meeting room; up to 2 hours	NO CHARGE
Meeting with Chief, Council, staff, Elder meeting room; up to 2 hours	\$50.00 + Honourariums
1/2 Day Meeting with Chief, Council, staff, Elder meeting room	\$100.00 + Honourariums
Full Day Meeting with Chief, Council, staff, Elder meeting room	\$200.00 + Honourariums
Meeting with First Nation citizenship, staff, hall rental, advertising	\$500.00 + Honourariums
Curve Lake First Nation Staff, Council or Elder Site Visit, one vehicle	\$0.55/km + Honourariums

*Councillor and Elder representation will be as requested by the proponent or as directed by Curve Lake First Nation Chief and Council, where deemed appropriate.*

*Snacks, beverages and meals can be arranged by Curve Lake First Nation at an additional cost.*

#### **Honourarium for Chief, Council, Elders:**

Type of Honourarium	Fee
Chief Honourarium	\$400.00
Councillor Honourarium	\$200.00 per Councillor
Elder Honourarium	\$200.00 per Elder

#### **Advertising:**

Type of Advertising	Fee
Curve Lake Newsletter – Printed and Online	\$100.00 per ad

*Curve Lake First Nation will work to foster and enhance efficiency and reduce costs where agreed upon, without detracting from the process.*

*This Standard will be reviewed from time to time and the above fees may change without notice, at the discretion of Curve Lake First Nation Chief and Council*

## Appendix 2: Resources

### Communications/Media:

To include project information on Curve Lake First Nation communications or media, please contact Curve Lake First Nation's Communications Officer. Fees will apply, see Appendix 1 - Advertising.

Phone: 705-657-8045

Fax: 705-657-8708

### Michi Saagiig (Mississauga) Working Group

The four Michi Saagiig (Mississauga) First Nations of the Williams Treaties, Alderville, Curve Lake, Hiawatha and Scugog Island have started a joint working group.

This group meets regularly to discuss overlapping consultation concerns and report back to their respected First Nations. To set up a meeting with the Michi Saagiig Working Group, contact one of the Consultation Coordinators where listed below.

### Contact Information for Michi Saagiig (Mississauga) Consultation Coordinators

First Nation	Phone Number	Mailing Address
Alderville First Nation	(905) 352-2662	P.O. Box 46 11696 2nd Line Rd Alderville, ON K0K 2X0
Curve Lake First Nation	(705) 657-8045	22 Winookeeda Rd. Curve Lake, ON K0L 1R0
Hiawatha First Nation	(705) 295-7771	123 Paudash Street Hiawatha, ON K9J 0E6
Mississauga of Scugog Island First Nation	(905) 985-3337	22521 Island Rd, Port Perry, ON L9L 1B6

## Contact Information for Williams Treaty Claims Coordinator

Karry Sandy-McKenzie, Williams Treaties Claims Coordinator

Email: [k.a.sandy-mckenzie@rogers.com](mailto:k.a.sandy-mckenzie@rogers.com)

Mailing Address: 8 Creswick Court,  
Barrie, ON L4M 2J7

## Williams Treaties First Nations Government Office Contact List:

- Alderville First Nation Office – 905-352-2011
- Beausoleil First Nation Office – 705-247-2051
- Curve Lake First Nation Office – 705-657-8045
- Georgina Island First Nation Office – 705-437-1337
- Hiawatha First Nation Office – 705-295-4421
- Rama First Nation Office – 705-325-3611
- Scugog First Nation Office – 905-985-3337

## Helpful Websites:

Curve Lake First Nation	<a href="http://www.curvelakefirstnation.ca">www.curvelakefirstnation.ca</a>
Curve Lake Cultural Centre	<a href="http://www.curvelakeculturalcentre.ca">www.curvelakeculturalcentre.ca</a>
Williams Treaties First Nations	<a href="http://www.williamstreatiesfirstnations.ca">www.williamstreatiesfirstnations.ca</a>
Alderville First Nation	<a href="http://www.aldervillefirstnation.ca">www.aldervillefirstnation.ca</a>
Hiawatha First Nation	<a href="http://www.hiawathafirstnation.com">www.hiawathafirstnation.com</a>
Mississauga of Scugog Island First Nation	<a href="http://www.scugogfirstnation.com">www.scugogfirstnation.com</a>
Petroglyphs Provincial Park	<a href="http://www.ontarioparks.com/park/petroglyphs">www.ontarioparks.com/park/petroglyphs</a>
Union of Ontario Indians - UOI	<a href="http://www.anishinabek.ca">www.anishinabek.ca</a>

## History of the Michi Saagiig (Mississauga)

Curve Lake First Nation people are the Michi Saagiig of the great Anishnaabeg (uhnish-nahbe) Nation. The name Anishnaabeg is derived from an-ish-aw, meaning “without cause” or “spontaneous”, and the word in-au-a-we-se, meaning “human-body”. This translates to mean “spontaneous man”. The Anishnaabeg did not have a written alphabet, we did have a set of picture symbols or pictographs which were used to educate through stories. Traditional teachings have taught us that before contact we shared the land with the Odawa and Huron Nations. We are the traditional people of the North shore of Lake Ontario and its tributaries; this has been Michi Saagiig territory since time immemorial.

When Europeans first arrived, their primary concern was survival in an environment much different than what they were used to. With the help of Michi Saagiig and other First Nations peoples, they were able to find food sources, learn of medicines, navigate waterways and travel dense woodlands. In the beginning, First Nations and European settlers enjoyed a peaceful co-existence. However, increasing populations of British and French newcomers began to over populate the Michi Saagiig territory.

In the mid 1600's, due to the fur trade and competition between the British and French over control of land, there came a time that our people had to temporarily leave our traditional territory, and travel further inland to avoid disease and conflict. It was during this time the Jesuits came in contact to our people, at the mouth of the Mississauga River at the North shore of Lake Huron. They assumed this was our traditional territory and they referred to our people as the Michi Saagiig, however we were only there temporarily. Our people returned back to the Southern Ontario traditional territory around 1680.

After the American Revolution, the British began signing treaties on a Nation to Nation basis to allow for settlement in Ontario. Over the course of the next century the Michi Saagiig Nation would participate in eighteen treaties from 1781 to 1923 to allow the growing number of European settlers establish in Ontario. Pressures from increased settlement forced the Michi Saagiig to slowly move to into small family groups around our present day First Nation.

In 1829, the Crown worked with the New England Company, a missionary group, to encourage farming and education for the First Nations people. A peninsula along Mud Lake was chosen by the crown and New England Company to establish what is now known as Curve Lake First Nation.

The surrounding area was abundant in wild rice, various fish, birds, animals and plants for harvesting; there was everything our people needed to survive. The Mud Lake settlement officially became a reserve in 1889, there were approximately 200 members who lived in Mud Lake Reserve #35 in the late 1800's.

The community officially changed its name to Curve Lake First Nation #35 in 1964.

## Current Day Curve Lake First Nation

Presently, Curve Lake First Nation's registered membership has grown to over 2200 with approximately 800 living on reserve and the remaining living off reserve.

There are over 500 households on the reserve lands, just over 300 of those are citizens of Curve Lake First Nation and the other 200+ are homes that are being leased by non-Curve Lake citizens.

Curve Lake First Nation is located approximately 25km northeast of Peterborough, Ontario. The First Nation Territory consists of a mainland peninsula and a large island (Fox Island) on Buckhorn and Chemong Lakes. Curve Lake First Nation also co-owns smaller islands located throughout the Trent Severn Waterway System. The total reserve lands of the First Nation is approximately 900 hectares.

Over the years, with a push for integration of First Nations people into western society, some of our spiritual traditions were almost lost. Luckily, some families continued to practice ceremonies and the traditional way of life, and there has been a big movement to revitalize the spiritual traditions and language within our community. Today, hunting, fishing, wild rice and gathering are still an integral part of who we are as a people and we continue to deeply value our culture, language and traditions.



## Government

Curve Lake First Nation began the development of a custom election code in early 2013. The Selection Code for Curve Lake First Nation, was adopted through a community approval vote on Saturday September 12th, 2015.

The current federal government has, in recent years, made many modifications/adjustments to laws that affect First Nation people. Although a few may be positive to our community, many have significant impacts to the way we live our lives. Our election process is now our very own, we are no longer under the section 74 of the Indian Act. Our election process was developed and approved by our community.

Elections are now held every 3 years and allow for all on and off reserve citizens to vote either in person or through a mail in voting process. Each election Curve Lake First Nation elects a Chief and eight Councilors.

The Curve Lake First Nation government operates under a number of Council appointed committees. Committees are formed with Council portfolios and volunteer community members. The Chief is an ex-officio to all committees. Current committees include: Education, Recreation, Public Works, Housing, Rights, Resources and Consultation, Kinoomaage-waapkong – Petroglyphs Park Joint Committee, Economic Development, Health & Family Services, Finance, Nation Building, Gaming Revenue, Pow Wow, Youth Committee, and Health & Safety.

Curve Lake First Nation is politically affiliated with the Anishinabek Nation: Union of Ontario Indians (UOI).

The current government structure encompasses a large full time staff of 100 employees, in addition to other part time staff and contract staff.

In 1954, Curve Lake First Nation made history when Elsie Knott was elected as the first female Chief in Canada.

## Administration Organizational Chart – Curve Lake First Nation

### Community

- Chief & Council
  - Committees
    - General Manager
      - Lands Resource Consultation Liaisons (2)

## Economic Development & Employment

Economic Development Department has, in past years, developed strategic work plans for the future. Through these processes, the Economic Development Department has the following vision:

*"Our Vision for the Mississauga's of Curve Lake First Nation is self-sufficiency for the individuals and for the community; with a land base, an economy and infrastructure to meet the needs of our community."*

The Economic Development Committee and Department are guided by a mission statement *"to provide for the creation of a prosperous community"* while adhering to the values that *"all community economic development will be socially, culturally and environmentally appropriate to Curve Lake First Nation."*

In its simplest form, Community Economic Development (CED) can be described as action taken locally by a community to provide economic opportunities and improve social conditions in a sustainable way, particularly for those who are most disadvantaged. CED is a participatory process by which communities initiate and generate their own solutions to economic problems leading to positive concrete changes in communities by:

- Creating employment
- Stabilizing local economies
- Reducing poverty
- Contributing to the health of the natural environment
- Building on local resources and capacities
- Increasing community control

The activities of the Department of Economic Development can be separated into two distinct categories: activities for the individual entrepreneur and private sector and First Nation based economic development initiatives. In this, the Department is supported by Chief and Council, the Economic Development Committee and an Economic Development Coordinator.

### CONTACT:

Economic Development Coordinator  
Curve Lake First Nation  
Phone: 705-657-8045  
Fax: 705-657-8708

## Employment

The Employment Program is operated within the Economic Development Department within the First Nation. Programs and services are designed to access funds and operate programs that will provide capacity building and creates employment opportunities within the community.

### PROGRAMS AND SERVICE WITHIN THE EMPLOYMENT DEPARTMENT

#### Summer Work Experience Program

The program offers employment opportunities to the Curve Lake First Nation Youth over the summer months which allows the next generation to gain work experience and develop or enhance essential employability skills.

#### Employment Resource Centre - Nda'nokiitaage'ogamig

The Employment Resource Centre is located within the Small Business Centre in Curve Lake First Nation. Clients and community members are welcome to come in and browse our job boards, develop or update a resume, search for jobs on-line, and request assistance with applying for Kagita Mikam funded programs.

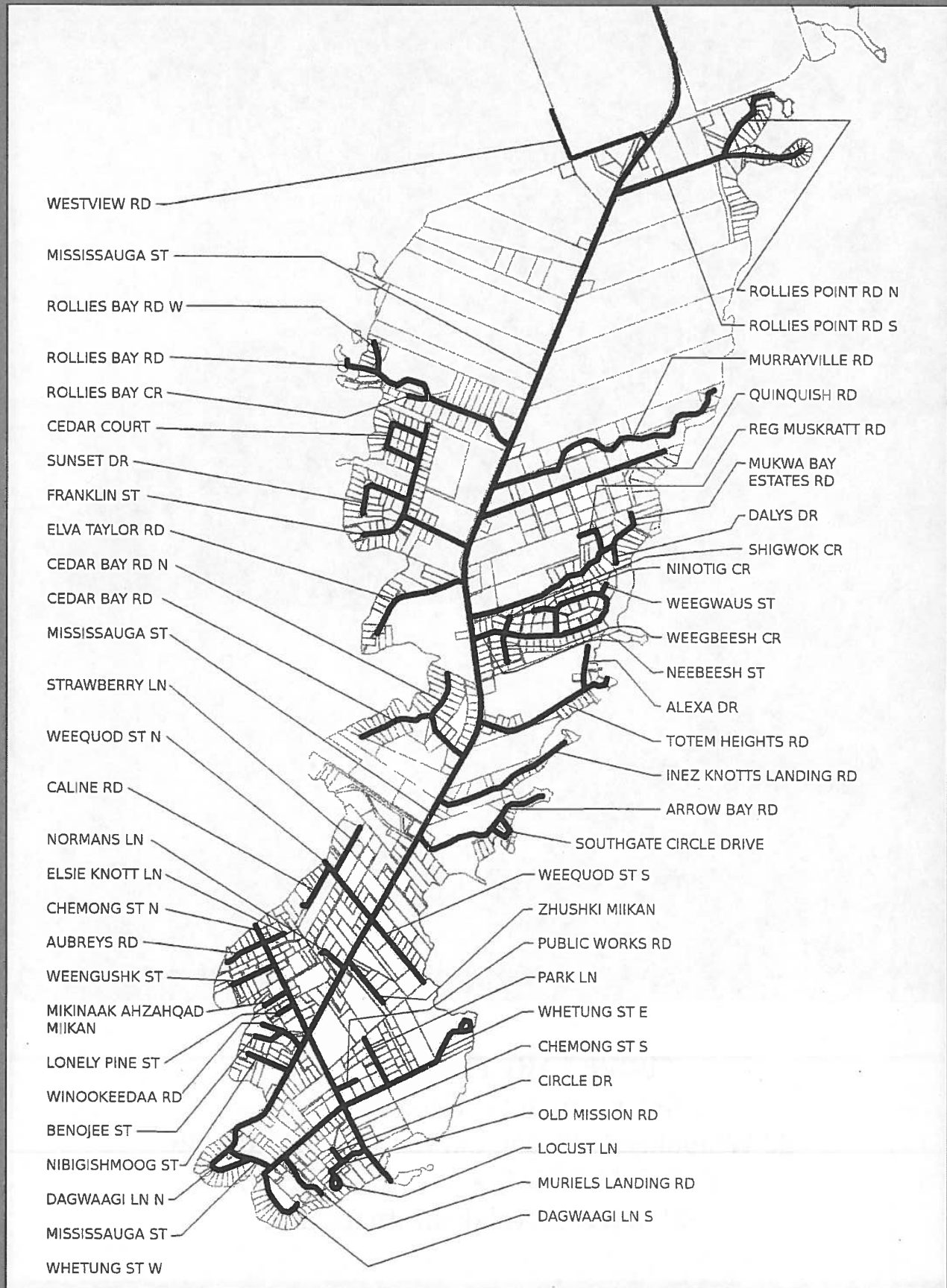
**Address:**

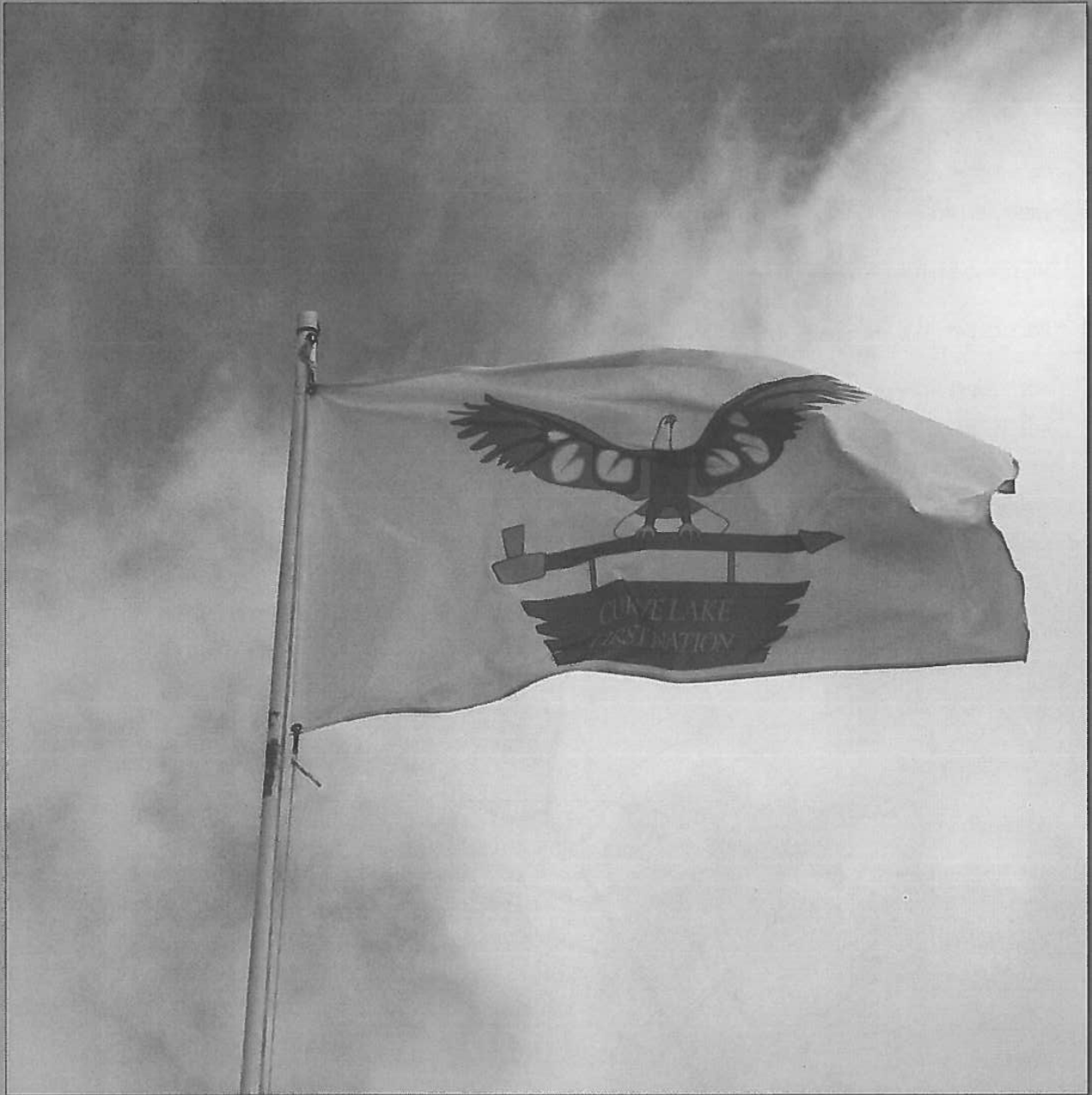
Nda'nokiitaage'ogamig  
(Employment Resource Centre)  
Curve Lake First Nation  
1024 Mississauga Street  
Curve Lake First Nation, Ontario K0L 1R0  
Phone: 705-657-9455  
Fax: 705-657-9173

**CONTACT:**

Employment Officer  
Nda'nokiitaage'ogamig  
Curve Lake First Nation  
Phone: 705-657-9455  
Fax: 705-657-9173







**CURVE LAKE FIRST NATION**

Government Services Building

22 Winookeeda Street, Curve Lake, ON K0L 1R0

P: 705.657.8045 • F: 705.657.8708

W: [www.curvelakefirstnation.ca](http://www.curvelakefirstnation.ca)



ARCHAEOLOGICAL  
PROTOCOL:  
CURVE LAKE  
FIRST NATION



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also refer to artifacts and archaeological sites.

**Archaeological Site**

Any property that contains an artifact or any other physical evidence of past human use or activity that is of cultural heritage value or interest, (as per Ontario Heritage Act Regulation 170/04.)

**Burial(s)** - the ritual act of placing a dead person or animal, sometimes with objects, into the ground including mound burials, individual burials and/or partial remains.

**Michi Saagiig** - Traditional name of the Mississauga Anishinaabeg.

**Sacred Site(s)** – place(s) of great Archeological, spiritual and/or cultural significance as identified by Curve Lake First Nation.

### **3 CONTACTING CURVE LAKE FIRST NATION**

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**Mailing Address:** 22 Winookeeda Road, Curve Lake First Nation, ON, K0L 1R0

**Telephone Number:** 705-657-8045

**Fax Number:** 705-657-8708

# Archaeological Protocol: Curve Lake First Nation

## 1 INTRODUCTION

---

Curve Lake First Nation is a member of the Michi Saagiig Anishinaabeg from the Great Lakes area of what is currently referred to as Ontario. This has been our territory since time immemorial.

To allow for European settlement along the shore of Lake Ontario, the Michi Saagiig participated in signing a number of pre-confederation treaties with representatives of the Crown on a Nation-to-Nation basis. Given our original inhabitancy of the Great Lake area, it is expected that our sites, remains and belongings (later referred to as “Archaeological Heritage”) is present above and below the ground all across Turtle Island and may be exposed or uncovered by settlement and development in our traditional territory.

Curve Lake First Nation has an inherent duty to protect the sites, remains and belongings of our ancestors, the Federal and Provincial levels of Government also share in this obligation.

Archaeological Heritage, features, artifacts and remains can take the form of pottery, worked stone or lithic materials, projectile points, campsites, sacred areas, or human burials for example. This list is not exhaustive and may include ancestral items yet unknown.

This document outlines the requirements of Curve Lake First Nation, Federal and Provincial Governments, Proponents and Archaeologists when Archaeological Heritage is located within Curve Lake First Nation and Michi Saagig Territory.

## 2 DEFINITIONS

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**Ancestors** – includes any or all human remains of our ancestors.

**Archaeological Heritage** – culturally significant items or areas as identified by Curve Lake First Nation for example artifact(s), burial(s) and/or sacred sites.

**Archaeological Liaison** – an approved representative of Curve Lake First Nation who has been identified as having appropriate training and knowledge to participate as part of a team for Archaeological Assessments.

**Artifact(s)** - object(s), typically of cultural or historical interest that have been left behind by our ancestors.

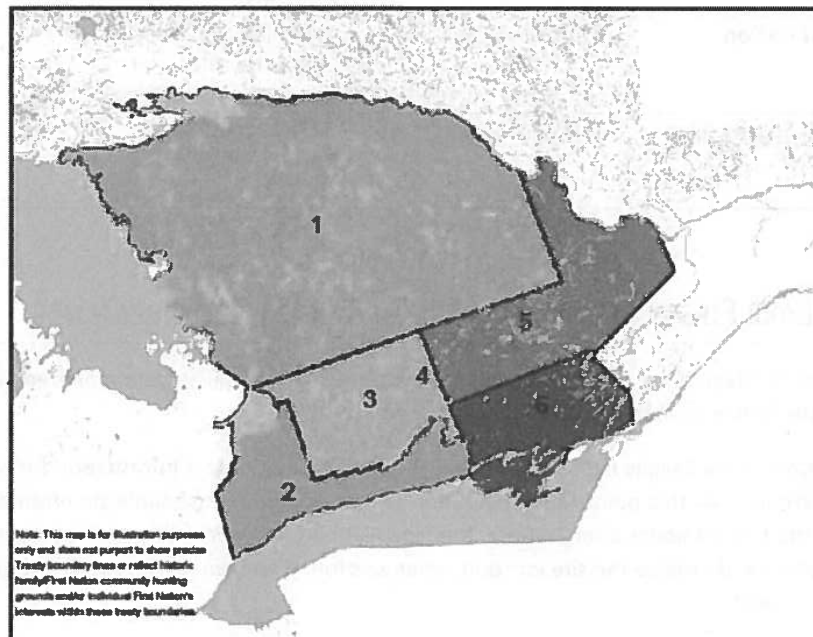
**Archaeological Resource**

An object, material or physical feature that may have cultural heritage value or interest. The term may

## 4 CURVE LAKE FIRST NATION TERRITORY

### 4.1 IMAGE: CURVE LAKE FIRST NATION SHARED TERRITORY MAP

**Shared Traditional Territories of the Mississauga Signatories to the 1923 Williams  
Treaties and Areas for Notification on all Archaeological and Burial Findings**



- 1 1923 Williams Treaty, Clause #1
- 2 1923 Williams Treaty, Clause #2
- 3 1818 Rice Lake, Treaty #20
- 4 1856 Islands, Treaty #78
- 5 1819/1822 Rideau Purchase, Treaty # 27 and 27½
- 6 1819/1822 Crawford Purchases
- 7 1856 Islands, Treaty #77

## 5 CONTACT INFORMATION FOR MICH SAAGIIG FIRST NATIONS

First Nation	Phone Number	Mailing Address
<b>Alderville First Nation</b>	(905) 352-2011	P.O. Box 46 11696 2nd Line Rd Alderville, ON K0K 2X0
<b>Curve Lake First Nation</b>	(705) 657-8045	22 Winookeeda Rd. Curve Lake, ON K0L 1R0
<b>Hiawatha First Nation</b>	(705) 295-4421	123 Paudash Street Hiawatha, ON K0L 2G0
<b>Mississauga of Scugog Island First Nation</b>	(905) 985-3337	22521 Island Rd, Port Perry, ON L9L 1B6

## 6 CURVE LAKE FIRST NATION AND MICH SAAGIIG REQUIREMENTS

If Archaeological Heritage is discovered and located within Curve Lake First Nation Shared Territory, it is expected that the following steps will be followed:

- The closest Michi Saagiig First Nation shall be notified (see Contact Information for Michi Saagiig First Nations). At this point the expectation is that within a reasonable timeframe, preferably within the first 48 hours after contact, the First Nation who was notified will contact Curve Lake First Nation and provide the site location, what was found and where the Archaeological Heritage will be housed.
- A work stoppage at the site may be requested until such a time as the Curve Lake First Nation Consultation Coordinator and/or an Archaeological Liaison can visit the site and determine the significance or origin of the Archaeological Heritage.
- If Archaeological Heritage is to be reburied or reinterred, the First Nation who accepts responsibility or possession will house these belongings until such time as reburial or interment can occur. If for some reason, this First Nation is unable to house them, Curve Lake First Nation will be willing to do so.
- If the site can be, undoubtedly, established as not being Michi Saagiig in origin, Curve Lake First Nation will care for any Archaeological Heritage until such a time that the Curve Lake First Nation Chief is able to connect with the closest culturally affiliated First Nation Chief and invite them into the Michi Saagiig territory to collect or inter their cultural heritage. The Archaeological Heritage will be treated with the same respect and honour in Michi Saagiig care as we would expect our own Archaeological Heritage to be treated and respected.

- If a site contains the remains of our ancestors, Curve Lake First Nation will determine and follow the outlined preferred order for reburial:
  1. That the ancestor(s) will be reinterred at the location that was excavated; or
  2. The ancestor(s) will be reinterred at a location, chosen by Curve Lake First Nation, as close to the excavated site as possible; or
  3. The ancestor(s) will be reinterred at a First Nation cemetery or other suitable location as determined by the First Nations (for example, the Serpent Mounds).

Costs for ceremony and/or reburial will be negotiated with all parties involved in the discovery of the Archaeological Heritage.

Following the order identified above is crucial to ensuring that we respect our ancestors and their burial locations. This also secures our 'foot print' on the land so that it is never forgotten where we came from.

- If a site contains Archaeological Heritage, other than the remains of our ancestors, Curve Lake First Nation will determine the preferred care and treatment.

## 7 GOVERNMENT REQUIREMENTS

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It is expected that the Federal and Provincial Governments will recognize Curve Lake First Nation's right to determine proper care for and protection of our Archaeological Heritage, including our ancestor(s) and their belongings, within our own territory and will respect and not interfere with the established protocols and relationships between varying Nations who have identified an interest in the items of Archaeological Heritage.

It is also expected that where Archaeological Heritage is located, the Federal, Provincial and municipal Governments will assist with the protection of the site in consultation with Curve Lake First Nation.

## 8 ARCHAEOLOGIST REQUIREMENTS

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It is expected that any Archaeologist will follow the Ministry of Tourism, Culture and Sport ("MTCS"), 2011 Standards and Guidelines for Consultant Archaeologists. Curve Lake First Nation was not consulted during the development of the MTCS Standards and Guidelines and insist on being engaged at a Stage 1 of the archaeological assessment to allow for Curve Lake First Nation to provide their traditional knowledge as part of the assessment.

In order to identify a site of Archaeological Heritage, it is expected that Archaeologists will not unilaterally decide make a unilateral decision as to what a Sacred Site is, without consultation with Curve Lake First Nation. Furthermore, Archaeologists shall support Curve Lake First Nation in the identification and protection of our Sacred Sites.

It is required that any Stage 2-4 work being undertaken within Curve Lake First Nation Shared Territory be done so with a trained, approved Liaison from Curve Lake First Nation. If an Archaeologist requires a Liaison to undertake archaeology work or would like estimated costs for a Liaison, please contact the Consultation Coordinator for Curve Lake First Nation. Liaisons should not be contacted directly for work.

Curve Lake First Nation has trained Archaeological Liaisons who are available to attend on-site during any stage 2-4 work that is on-going within its territory. The cost of which will be borne by the proponent undertaking the work including, wages and MERC, and if required, a meal allowance, mileage and/or appropriate accommodations. Curve Lake First Nation will coordinate for an appropriate Liaison to attend on their behalf.

The Archaeologist will not interfere with ceremony undertaken by the Liaison, including but not limited to, smudging, leaving gifts of tobacco or any other ceremony that the Liaison feels appropriate, unless proven to be a danger to other staff on-site.

It is appreciated, but not required, that the Archaeologist report back to Curve Lake First Nation on how the Liaison preformed their duties. Any concerns or inappropriate behaviour should be reported without delay to Curve Lake First Nation.

## 9 ARCHAEOLOGICAL LIAISONS

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Archaeological Liaisons are trained to bring a cultural component to an Archaeological Site. If appropriate, they may place tobacco or hold ceremony as needed. Any ceremony should be reported on the Archaeological Report Form for Curve Lake First Nation's records.

It is expected that the Archaeological Liaison will work as a regular field crew staff with the Archaeologist. The Liaison will be responsible for reporting back on the work being undertaken using an approved Curve Lake Archeological Report Form. Failure to submit a Report may result in the Liaison not being sent to sites until the Reports are up-to-date.

The Liaison is also responsible for submitting a signed timesheet to a representative of Curve Lake First Nation who has requested the Liaison to attend the site. Failure to submit a signed timesheet may result in a delay in pay depending on Curve Lake First Nation's pay schedule.

If it is reported by the Archaeologist that the Liaison has not been undertaking work with a professional approach, the Liaison may be pulled from the site without delay and a replacement Liaison will be sent.

Any Liaison pulled from a site is still required to submit their Reports and timesheets as outlined above for the time spent at the job site.

## 10 NAME AND ADAPTATION OF THESE STANDARDS:

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This standard shall be known as the ***Archaeological Protocol: Curve Lake First Nation***.

This Protocol was adopted by the Chief and Council of Curve Lake First Nation and is in force and effect immediately.







2014/16

# CURVE LAKE FIRST NATION

COMMUNITY REPORT

An aerial photograph of a large body of water, likely Curve Lake, with a complex, winding shoreline. The water is a light blue-grey color, and the surrounding land is covered in dense green forest. The sky is a pale, hazy blue. The overall tone is serene and natural.

## **Mission Statement**

*“Our Vision for the Mississaugas of Curve Lake First Nation is self-sufficiency for the individuals and for the community, with a land base, economy and infrastructure to meet the needs of our community”*

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MESSAGE FROM

*Signing of MOU with Galway Ridge*

## ***ELECTED LEADERSHIP***

Curve Lake First Nation Chief and Council are pleased to present the Community Report 2014/16 (April 1, 2014 to March 30th, 2016), which allows us to share some of the exciting initiatives that took place in our community.

Over the two years, there has been a number of partnerships formed and relationships strengthened that have many benefits for the community. We strive to work collectively with all the local First Nations, municipalities in our territory as well as the various organizations and universities such as Trent University, Canadian Canoe Museum, Nogojiwanong Friendship Centre and Dnaagdawenmag Binnoojiyag Child & Family Services, to improve services and meet the needs of our members and the community.

Whether at the federal, provincial, or municipal level, Curve Lake First Nation has asserted our rights and continues to work with the various levels of government to ensure those rights are protected, while also lobbying to secure funding to ensure safe drinking water and for improved infrastructure and services for the growing needs of members living both on and off territory.

Through the hardwork and dedication of community members, staff and council, Curve Lake First Nation's governance is amidst a change and returning to the original structure of community, through developing and enacting our own laws, separate from the Indian Act. In September 2015, the community approved the Leadership Selection Code and we returned to the 3 year term, that was previously in place in Curve Lake in the 1800 & 1900s.

The development of our own constitution a.k.a *Gchi Naaknigewin* through a Committee of Council and community input is well underway as well as our own Financial Code.

As our community and membership continues to grow, so does the need for lands and housing. In the fall of 2015, we aquired 195 acres of farmland at the end of Curve Lake Road and Buckhorn Road (County Rd. 22 & 23) and expanded the number of housing programs available, while also increasing the number of homes being constructed in the 2016 year, through a strong partnership with the Canadian Mortgage Housing Corporation (CMHC).



*Chief Phyllis Williams with Grand Chief Perry Bellegarde*

With the Organization Review recommendations being implemented, the new Human Resource Management Manual seen a delegation of authority changed to the Administration, with a compensation strategy put in place for employees.

We experienced a change in legal counsel due to the retirement of Steven Arson and Mel Jacobs. Maurice Law was the successful firm hired through a request for proposal process.



# COMMITTEES OF COUNCIL

## ECONOMIC DEVELOPMENT

DATE: Last Tuesday  
TIME: 6:00 pm  
LOCATION: Council Chambers  
CONTACT:  
Councillor Jeff Jacobs  
Portfolio Holder

Councillor Zac McCue  
Portfolio Holder

RESOURCE STAFF:  
Brian Hamilton  
General Manager

## EDUCATION

DATE: Second Tuesday  
TIME: 6:30 pm  
LOCATION: Council Chambers  
CONTACT:  
Councillor Jeff Jacobs  
Portfolio Holder

Councillor Lorenzo Whetung  
Portfolio Holder

RESOURCE STAFF:  
Louise Musgrave  
Education Manager

## EMPLOYEE & EMPLOYER

DATE: LAST MONDAY  
TIME: 4:30 pm  
LOCATION: Council Chambers  
CONTACT:  
Councillor Lorenzo Whetung  
Portfolio Holder

Councillor Keith Knott  
Portfolio Holder

RESOURCE STAFF:  
Human Resource Coordinator

## FINANCE

DATE: Third Wednesday  
TIME: 9:30 am  
LOCATION: Council Chambers  
CONTACT:  
Councillor Jeff Jacobs  
Portfolio Holder

Councillor Keith Knott  
Portfolio Holder

RESOURCE STAFF:  
Brian Hamilton  
Finance Manager

## GAMING REVENUE FUND

DATE: Second Wednesday  
TIME: 6:00 pm  
LOCATION: Council Chambers  
CONTACT:  
Councillor Shane Taylor  
Portfolio Holder

Councillor Jeff Jacobs  
Portfolio Holder

RESOURCE STAFF:  
Stephanie Monaghan  
GRF Administrator

## HEALTH & FAMILY SERVICES

DATE: First Thursday  
TIME: 6:00 pm  
LOCATION: Health Centre  
CONTACT:  
Councillor Arnold Taylor  
Portfolio Holder

Councillor Keith Knott  
Portfolio Holder

RESOURCE STAFF:  
Health & Family Services  
Manager

## HEALTH & SAFETY WORKING GROUP

DATE: Second Wednesday  
TIME: 1:00 pm  
LOCATION: Council Chambers  
CONTACT:  
Councillor Ted Coppaway  
Portfolio Holder

RESOURCE STAFF:  
Human Resource Coordinator

## HOUSING

DATE: Second Tuesday  
TIME: 6:30 pm  
LOCATION: Council Chambers  
CONTACT:  
Councillor Ted Coppaway  
Portfolio Holder

Councillor Jeff Jacobs  
Portfolio Holder

RESOURCE STAFF:  
Tammy Banks  
Housing Coordinator

### NATION BUILDING

DATE: Third Wednesday  
TIME: 6:00 pm  
LOCATION: Council Chambers  
CONTACT:  
Councillor Keith Knott  
Portfolio Holder

Councillor Jeff Jacobs  
Portfolio Holder

RESOURCE STAFF:  
Melissa Dokis  
Intergovernmental Affairs

### POW WOW

DATE: As needed  
TIME: 6:30 pm  
LOCATION: Council Chambers  
CONTACT:  
Councillor Arnold Taylor  
Portfolio Holder

Councillor Deborah Jacobs  
Portfolio Holder

RESOURCE STAFF:  
Anne Taylor  
Cultural Archivist

### RIGHTS & RESOURCES

DATE: First Wednesday  
TIME: 6:30 pm  
LOCATION: Council Chambers  
CONTACT:  
Councillor Lorenzo Whetung  
Portfolio Holder

Councillor Shane Taylor  
Portfolio Holder

RESOURCE STAFF:  
Tracey Taylor  
Cultural Outreach Coordinator

### ORGANIZATIONAL REVIEW TEAM

DATE: Third Friday  
TIME: 1:00 pm  
LOCATION: Council Chambers  
CONTACT:  
Chief Phyllis Williams  
Portfolio Holder

Councillor Jeff Jacobs  
Portfolio Holder

RESOURCE STAFF:  
Human Resource Coordinator

### PUBLIC WORKS

DATE: Third Tuesday  
TIME: 6:30 pm  
LOCATION: Council Chambers  
CONTACT:  
Councillor Ted Coppaway  
Portfolio Holder

Councillor Shane Taylor  
Portfolio Holder

RESOURCE STAFF:  
Ian Knott  
Foreman

### KINOMAAGE WAAPKONG - (SUB COMMITTEE TO RIGHTS & RESOURCE)

DATE: Third Wednesday  
TIME: 6:00 pm  
LOCATION: Council Chambers  
CONTACT:  
Councillor Lorenzo Whetung  
Portfolio Holder

### YOUTH COUNCIL

DATE: As needed  
TIME: 4:30 pm  
LOCATION: Council Chambers  
CONTACT:  
Councillor Deborah Jacobs  
Portfolio Holder

Councillor Zac McCue  
Portfolio Holder

### RECREATION

DATE: Last Wednesday  
TIME: 6:30 pm  
LOCATION: Council Chambers  
CONTACT:  
Councillor Arnold Taylor  
Portfolio Holder

Councillor Deborah Jacobs  
Portfolio Holder

RESOURCE STAFF:  
Ashleigh Taylor  
Administrative Clerk

# ADMINISTRATION

The Administration Department has been very busy over the past two years with; upgrades to technology, recruitment and changes in the Human Resources area, as well as collaborations between various departments within the organization to improve services and programs for the community.

In 2014, fibre was installed in the community through a project with Eastern Ontario Warden Caucass and the Economic Development Department. This project enhanced the connectivity throughout the community, and allowed the organization to upgrade our phone system to a Voice-Over-Internet-Protocol (VOIP), which resulted in cost savings estimated at \$50,000 annually. The computer systems were also updated to Microsoft Office 2013, which improved efficiencies and effectiveness of the technology utilized throughout the organization.

An Information Management system was purchased and a working team established to assist in the implementation of the technology. This system will allow for better management and retention of documents over the long term. Training with staff is occurring and assistance from Rama First Nation staff, who utilize the same system, has been beneficial to our community. The timelines relating to the development of policy and procedures for the Information Management System have been adjusted due to other priorities of the IT staff.

Another improvement in services for the community came in the form of merchantile banking. This service allows members to pay their mortgage or loan with Curve Lake First Nation via the internet or telephone at their convenience.

We negotiated with INAC a new agreement, as the end of the current five (5) year agreement occurred in the 2014/15 year. The final year of the agreement required the confirmation of any surplus and that it must be spent within the first year of the new agreement.

The development and implementation of the Human Resources Management Manual occurred, which seen a delegation of authority from Council to the Administration in regards to Human Resources. Performance reviews are part of the new manual and seen a majority of staff receive an increase in wage. As the organization continues to grow, we encountered challenges when it come to recruitment. The Employee/Employer Committee is working to assist the organization in becoming an employer of choice.

Recruitment of staff in 2014/15 was a challenge; competitions were often posted more than once due to no applications or applicants not meeting the criteria for an interview. The majority of staff did receive wage increases which were based on performance evaluations. Our goal of the Curve Lake First Nation organization is to be an employer of choice. We will continue to work towards that goal.

ADMINISTRATION 2014-15					
REVENUE:		EXPENSES:			
Chief & Council	\$77,097.42	Chief & Council	\$329,547.32	Chief & Council	-\$252,449.90
General Government	\$768,737.72	General Government	\$888,897.98	General Government	-\$120,160.26
Curve Lake Flood Claim	\$63,334.62	Curve Lake Flood Claim	\$69,165.40	Curve Lake Flood Claim	-\$5,830.78
Williams Treaties	\$3,591,483.75	Williams Treaties	\$3,591,483.75	Williams Treaties	\$0.00
Petroglyphs	\$26,309.70	Petroglyphs	\$22,740.38	Petroglyphs	\$3,569.32
Rights & Resources	\$375.00	Rights & Resources	\$11,452.52	Rights & Resources	-\$11,077.52
MNR AYWEP	\$3,428.74	MNR AYWEP	\$3,395.26	MNR AYWEP	\$33.48
Islands of the Trent	\$495,969.09	Islands of the Trent	\$165.67	Islands of The Trent	\$495,803.42
Curve Lake WT	\$0.00	Curve Lake WT	\$503,833.33	Curve Lake WT	-\$503,833.33
<b>PROGRAM TOTAL</b>	<b>\$5,026,736.04</b>	<b>PROGRAM TOTAL</b>	<b>\$5,420,681.61</b>	<b>NET SURPLUS/(DEFICIT)</b>	<b>-\$393,945.57</b>

ADMINISTRATION 2015-16					
REVENUE:		EXPENSES:			
Chief & Council	\$69,962.68	Chief & Council	\$626,285.70	Chief & Council	-\$556,323.02
General Govt.	\$608,715.63	General Govt.	\$686,295.16	General Govt.	-\$77,579.53
Gaming Revenue	\$1,180,495.00	Gaming Revenue	\$747,807.17	Gaming Revenue	\$432,687.83
Curve Lake Flooded Claim	\$141,967.00	Curve Lake Flooded Claim	\$224,309.88	Curve Lake Flooded Claim	-\$82,342.88
Williams Treaties	\$4,246,134.45	Williams Treaties	\$4,246,134.45	Williams Treaties	\$0.00
Petroglyphs	\$36,594.51	Petroglyphs	\$22,526.97	Petroglyphs	\$14,067.54
Rights & Resources	\$400.00	Rights & Resources	\$15,511.95	Rights & Resources	-\$15,111.95
MNR AYWEP	\$0.00	MNR AYWEP	\$0.00	MNR AYWEP	\$0.00
Islands of the Trent	\$241,049.00	Island of the Trent	\$10,400.00	Island of the Trent	\$230,649.00
Curve Lake Williams Treaties	\$0.00	Curve Lake Williams Treaties	\$606,590.62	Curve Lake Williams Treaties	-\$606,590.62
<b>PROGRAM TOTAL</b>	<b>\$6,525,318.27</b>	<b>PROGRAM TOTAL</b>	<b>\$7,185,861.90</b>	<b>NET SURPLUS/(DEFICIT)</b>	<b>-\$660,543.63</b>

# COMMUNITY IN

As with most First Nations in Canada, Curve Lake First Nation Community Infrastructure (Public Works) Department is responsible for the maintenance, repair and renewal of community infrastructure, including roads, sidewalks, ditches and culverts. The department cares for snow removal, lawn maintenance, water distribution at the Nishnawbeke Subdivision, docks, beaches, recreation areas and trail maintenance. Current staffing in this department includes a Manager, Foreman, 3 Equipment Operators and an Asset Maintenance Labourer.

The Community Infrastructure Department deals with large infrastructure projects. Chief and Council, Capital Plan, Paddles Up and the Community Comprehensive Plan guide the strategy for prioritizing needs of the community. The priority and focus has been the Water Treatment Facility. Chief and Council made great strides this year and are now very close to beginning the design stage for the Water Treatment Facility.

Community Infrastructure manages and maintains a variety of public buildings, including the Public Works garages, community centre, and pump house as well as the Curve Lake Government Services building. We also assist and undertake capital projects as funding permits such as:

- all new streetlights to add safety and cost savings to the community
- New docks were installed at the parks for optimal use of beach areas
- New sustainable accessible ramp at the Government Services Building
- Winookeedaa Street was resurfaced after the original road broke down
- New walkways were installed at the cenotaph and at the rentals
- New drainage and flood prevention measures were introduced at some culverts and roadside



# INFRASTRUCTURE



Curve Lake First Nation also provides garbage and recycling collection for community members by offering weekly road side pick-up of household garbage and recycling for members and maintaining the waste transfer site for all residents' use. Curve Lake recently entered into an agreement for Electronic waste pick up at the Waste Transfer Site and receives income from the waste. This helps offset the deficit in Public Works.

Community Infrastructure also addresses and negotiates municipal type agreements such as fire services, waste management and recycling. Recycle Pick up is provided through an agreement with the County of Peterborough and Waste pick up is provided by M&M Waste Removal. Fire protection is provided, through agreement, by the Smith Ennismore Lakefield Fire Department. We are underfunded for Fire Services and as a result Public Works operates in a deficit. We continue to lobby INAC for fair and equal funding.



# HOUSING

The Curve Lake First Nation Housing department is committed to creating effective housing programs to assist the community member and their needs. Curve Lake First Nation has a successful revolving loan fund and holds over 112 mortgages within the community for First Nation Band Members. There are 3 houses approved annually under the revolving loan fund. Changes were also made to Section 10 Mortgages allowing a new maximum mortgage of \$175,000.00 based on income.

Curve Lake First Nation has a Home Repair and Renovation Loan; some adjustments were made and it is no longer only accessible for emergency purposes. This program provides financial assistance in the form of a loan with interest rates and repayment is determined by council. The maximum possible for this program is \$60,000.00 based on your income.

Throughout the years Curve Lake First Nation has come to the understanding that emergencies do happen, so an Emergency Fund for Emergency Renovations was developed. This fund through the generous support of Gaming Revenue has helped members with emergency repairs. This fund is a onetime only access by a member and allows a maximum of \$5000.00, the requirements to receive this assistance is that the band member pay 5% of the total repair. Acceptance to receive the repair is geared to income and the state of the house hold emergency.

The Housing Department is responsible for:

- Inspection services
- Environmental assessments
- Housing and Renovation loans
- Mortgages
- RRAP ( Residential Rehabilitation Assistance Program)
- Section 10 Mortgages
- 10 CMHC (Canadian Mortgage and Housing Cooperation) Section 95 Rental Units
- 13 CMHC (Canadian Mortgage and Housing Cooperation) Section 95 Rental Units have been approved and will begin construction in spring 2016.



#### COMMUNITY INFRASTRUCTURE & HOUSING 2014-2015

REVENUE:		EXPENSES:			
Public Works	\$457,968.81	Public Works	\$531,596.65	Public Works	-\$73,627.84
Band Buildings	\$87,416.00	Band Buildings	\$123,114.91	Band Buildings	-\$35,698.91
Section 95 Quads	\$115,899.86	Section 95 Quads	\$133,194.83	Section 95 Quads	-\$17,294.97
Housing	\$365,945.27	Housing	\$208,602.21	Housing	\$157,343.06
Capital	\$197,558.00	Capital	\$129,585.32	Capital	\$67,972.68
<b>PROGRAM TOTAL</b>	<b>\$1,224,787.94</b>	<b>PROGRAM TOTAL</b>	<b>\$1,126,093.92</b>	<b>NET SURPLUS/(DEFICIT)</b>	<b>\$98,694.02</b>

#### COMMUNITY INFRASTRUCTURE & HOUSING 2015-2016

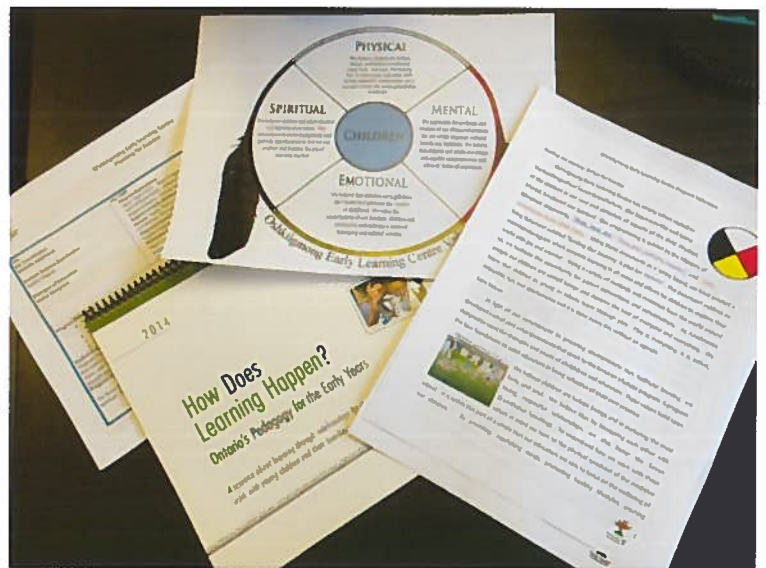
REVENUE:		EXPENSES:			
Public Works	\$514,578.54	Public Works	\$590,873.67	Public Works	-\$76,295.13
Band Buildings	\$88,460.00	Band Buildings	\$124,312.74	Band Buildings	-\$35,852.74
Section 95 Quads	\$104,193.56	Section 95 Quads	\$129,717.70	Section 95 Quads	-\$25,524.14
Housing	\$365,945.27	Housing	\$232,041.99	Housing	\$133,903.28
Capital	\$204,825.00	Capital	\$175,402.81	Capital	\$29,422.19
Buckhorn Property	\$0.00	Buckhorn Property	\$20,595.94	Buckhorn Property	-\$20,595.94
Subdivision Design	\$0.00	Subdivision Design	\$192,380.34	Subdivision Design	-\$192,380.34
<b>PROGRAM TOTAL</b>	<b>\$1,278,002.37</b>	<b>PROGRAM TOTAL</b>	<b>\$1,465,325.19</b>	<b>NET SURPLUS/(DEFICIT)</b>	<b>-\$187,322.82</b>

# EDUCATION

The Education Department is one of the larger departments within Curve Lake First Nation. Louise Musgrave, Education Manager oversees a number of programs and services offered by the department.

## OSHKIGMONG EARLY LEARNING CENTRE (OELC)

The Centre has 3 programs that provide services for children between the ages of 6 weeks to 12 years of age; Infant/Toddler program, Preschool program and School Age program which operate out of three locations. Each group is staffed in accordance to the *Day Nurseries Act*. In 2014/15 year, the OELC began the introduction of the Ontario Pedagogy for the Early Years, which began the process of transforming the playrooms to reflect the best practices. There was a strong focus on Emergent curriculum; which is a way of planning curriculum that is based on the children's interest and passion at a certain point in time. Children thrive and learn best when their interests are captured. Learning occurs naturally and can be practiced at any grade level.



Enrollment levels normally stay the same each year due to ratio of children to staff regulations and limits of infrastructure. Although we do experience an increase during the summer months which results in additional staff being hired to ensure a safe caring environment for the children and that regulations are followed.

With the transformation taking place at the OELC, staff have been busy with training which requires them to be away from the OELC. It can be challenging to meet ratio requirements so additional staff are brought in when others are away for training.





## CURVE LAKE FIRST NATION SCHOOL

For the 2014/15 school year, the CLFN School had 52 students from JK to Grade 3 enrolled with 12 staff supporting the students as they progress through the school year. The school annually participates in the International Walk to School Day and Our Dreams Matter Too which is a walk to raise awareness for equality in education for First Nation children across Canada. Due to inclement weather, the walks were combined into one which took place on October 8th; students and staff were joined by the Anishinabek Police Service, Ontario Provincial Police, community members as well as the Oshkiigmong Early Learning Centre children and staff.

Another success in the 2014/15 year was the formation of the Parent Circle which is a group of staff and parents of children enrolled at the school, who meet regularly to provide input on activities and school programs.

In the 2015/16 school year, there was a total of 53 students enrolled and 13 staff (additional Education Assistant hired) supporting the students. A consultant was hired through a request for proposal process, to complete a feasibility study on a school expansion for the community. In February, a meeting was held to present the information from the study to members and gathered their feedback on the needs of educational facilities for the community. More information on the school expansion is available by contacting Louise Musgrave.

The Parent Circle continues to grow in numbers of

**OUR DREAMS MATTER TOO** Walk for culturally based equity for First Nations children

**On June 11 give First Nations children the same chance that all other Canadians enjoy:**  
to grow up safely at home, get a good education, be healthy, and be proud of their cultures.

Encourage children, youth, families, schools and organizations in your area to write letters to your MP and the Prime Minister supporting culturally based equity for First Nations children and organize a walk to a mail box in your community!

Postage is free for letters to the Prime Minister and Members of Parliament.

**Walk date and time:** Wednesday, June 11, 2014 at 9:00 am.  
**Walk location:** Small Business Centre, Curve Lake, Ontario

Please join us as we walk from the SMALL BUSINESS CENTRE to the CURVE LAKE FIRST NATION SCHOOL where we will symbolically mail our letters and celebrate our Anishinabek Dreaming! (Letters will be taken to Post Office after the walk.)

[www.fncaringssociety.com/our-dreams-matter-too](http://www.fncaringssociety.com/our-dreams-matter-too)

[www.fnwitness.ca](http://www.fnwitness.ca) American Human Rights Museum

[www.shannensdream.ca](http://www.shannensdream.ca) safe and sound schools - equal future education

[Jordans Principle](http://www.jordansprinciple.ca)

Students voting for equality

parents participating which is extremely beneficial to the students and school as a whole. We also partnered on cultural programming with Autumn Watson from Southern Ontario Aboriginal Diabetes Initiative (SOADI) which was very successful.

We congratulated Rita Rose, Language Teacher on her retirement and experienced other staff turnover in the fall of 2015 when two of our teachers left the school. Teacher retention continues to be difficult for the school.

## PROVINCIAL PROGRAM

It was a busy year in 2014/15 in the provincial program, we began negotiations for the service contract for 2015-2018 for the Kawartha Pine Ridge District School Board (KPRDSB). A Youth Support Worker was hired on to assist students at Lakefield District Intermediate Secondary School. A dual credit program was established through a partnership with Fleming College and KPRDSB, for students in the summer months; there were 8 student participants and 5 received the dual credits. A Youth Employment program was also offered in the summer months as well which allowed students to receive co-operative education credits while working.

Another program that was developed during the year was Sk8lit; a three year program that is offered during the summer months to students who are between the ages of 12 to 15. This program was developed to assist the students in their preparation for the literacy test that occurs in grade 10 and provide programming for students who are too old to attend day camp but not old enough to seek employment. Sk8lit utilized the medicine wheel to develop the program and was sponsored by the Gaming Revenue Fund. A total of 8 students who were in grade 9 participated in the program.



With the hiring of a new principal, Wilf Gray at Lakefield District Intermediate Secondary School (LDISS), we met with the principal and vice principal to define the relationship of LDISS with Curve Lake First Nation. Louise Musgrave, Education Manager also serves on the LDISS Council on behalf of Curve Lake.

In the 2015/16 year, some challenges that we faced include the closing of LDISS which resulted in a huge impact on our students but also on human resources due to the number of meetings and reporting involved with the closure. Also, the negotiations continued for the 2015-2018 service contract with KPRDSB.

There were 102 students enrolled in 10 Elementary and Secondary schools in the local area during the 2015/16 year. The dual credit program was opened up to other First Nations; there were 8 students from CLFN and 2 students from Alderville who participated. All 10 of the students received their dual credits.

The Legacy of Hope, a Residential School Symposium was held at LDISS, through a partnership between the Curve Lake First Nation Cultural Centre and the Kawartha Pine Ridge District School Board, Lakefield District Secondary and Intermediate School. The symposium took place over a two-week period and had several area schools participate in the event by touring the exhibition, spending time with a Residential School survivor and/or Elder and complete various activities to shed light on this devastating part of Canada's past.

## SPECIAL EDUCATION

We continue to provide quality programming and transportation suited to the needs of our students. The staff began the creation of a new Special Education Policy but have found it difficult to find the time to dedicate to the policy development process.

## STUDENT SUCCESS PROGRAM

Curve Lake First Nation School has been involved in the First Nation Student Success Program (FNSSP) since 2010. FNSSP is a proposal-driven initiative designed to help First Nation educators on reserve improve school results. The Program supports projects that increase students' achievement levels in reading and writing (literacy), mathematics (numeracy), and encourages students to remain in school (student retention). For Curve Lake First Nation School, the retention portion of the program is focused on supporting Language and Culture so our students are proud of their heritage when they enter the Provincial system. Aricka Fleguel is the Student Success Program Coordinator and Katie Wakely is our Literacy and Numeracy Programs Facilitator. Projects funded through this program are required to include three interrelated components including School Success Plans, Student Learning Assessments and Performance Measurement.

Each year our student success team reviews and revises our student success plan. This plan includes goals for the improvement of literacy and numeracy skills. Some of the goals include:

- Literacy and numeracy benchmarks assessed early in the school year and reviewed at three intervals during the school year.
- To improve the mathematics competency in kindergarten students.

**WEDNESDAY, MAY 20<sup>TH</sup>**

**LEGACY OF HOPE:  
RESIDENTIAL SCHOOL SYMPOSIUM**

**COMMUNITY EVENT**  
**7:00PM – 9:00PM**

EXHIBIT, GUEST  
SPEAKERS AND VIDEO  
PRESENTATIONS


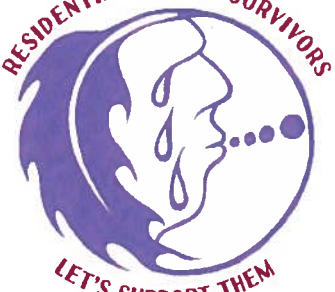
REFRESHMENTS AND  
RESOURCES WILL BE  
PROVIDED

Please join LDISS as we  
host *Legacy of Hope:  
a Residential School  
Symposium*. The Legacy of  
Hope Foundation has created  
a travelling exhibit that  
chronicles the treatment of  
First Nations, Métis and Inuit  
children in Canada who were  
taken into the residential  
school system.

All community members  
welcome.

**RESIDENTIAL SCHOOL SURVIVORS**

**LET'S SUPPORT THEM**



- To develop and improve instructional practices and assessment methods for students, to develop addition and subtraction of whole number skills in Grade 3.

Resources and actions are included in the plan as well to ensure that each goal is realistic to achieve. If you would like to see a copy of the entire plan, please contact Aricka Fleguel.

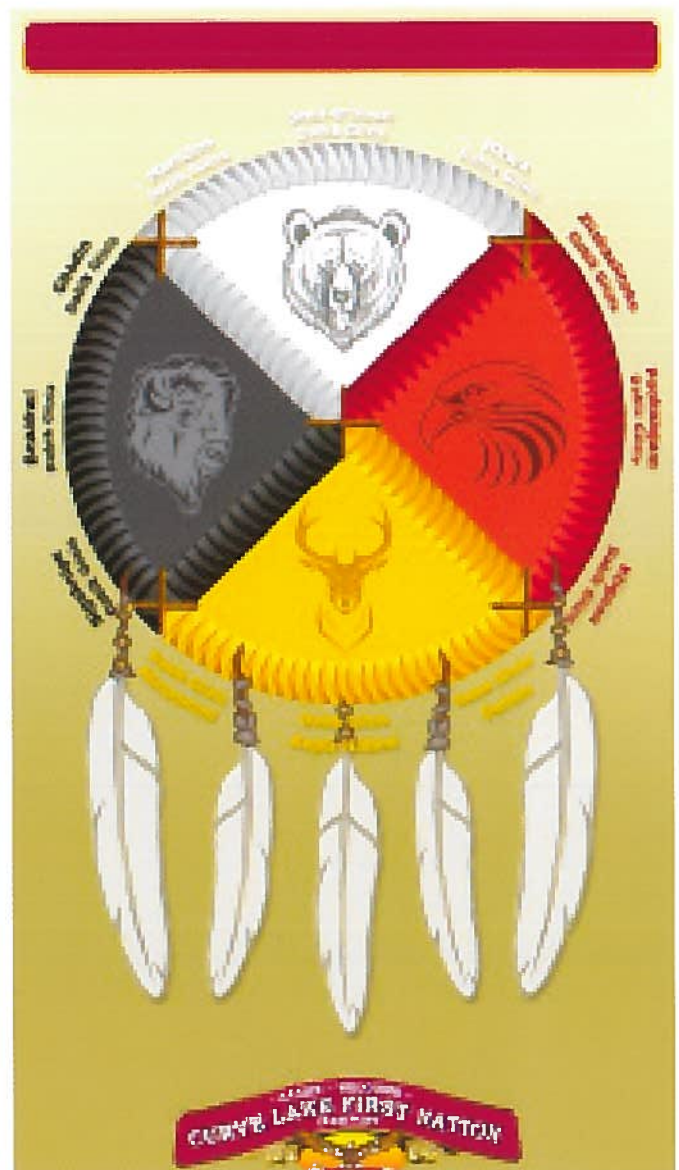
Curve Lake First Nation has expanded the student success program to provide support for programming across all areas of the education department. The O'shkiigmong Early Learning Centre has assumed partial responsibility for the Coordinator position to support this enhancement of programming. A success document outlining goals and actions is complete. Interactive display screens similar to the school were installed in the fall of 2015.

### ACTIVITIES AND ACCOMPLISHMENTS:

**School Improvement Planning:** The Curve Lake First Nation School participated in a school improvement planning process based on the most recent comprehensive school evaluation which community members had the opportunity to participate in. Working with a consultant, the school staff identified the creation and revision of a number of policies. The first policy reviewed and revised was the parent manual, released in September 2015.

**Curriculum Mapping:** Our curriculum map is now complete. We have installed an interactive display screen in the foyer of the school. This map outlines cultural activities and classroom program that happens each month in relation to the Ontario Curriculum.

**Partnerships:** The Curve Lake First Nation School continues to build partnerships with outside organizations. One such partnership with the local school board in Math 4 Young Children has developed into a partnership with a team from Trent University (led by Cathy Bruce) to implement a Math 4 Young Children Project at the school. Our teachers have participated in a professional development approach to lesson study. Teachers are learning to plan lessons and observe our students' mathematical thinking. Lesson study is a teacher-directed, collaborative model for professional learning where staff pick their research topic based on issues of classroom concern.





Another developing partnership is one where our teaching staff have received some professional development on Inquiry Based Learning from the University Of Toronto; Ontario Institute for Studies in Education (OISE) in partnership with the Dr. Eric Jackman Institute of Child study. Inquiry-based learning is a dynamic and emergent process that builds on students' natural curiosity about the world in which they live. Inquiry places ideas at the center of the learning experience. This includes children's ideas, interests, and questions

about the world, "big ideas" in mathematics and science, and pedagogical ideas. Staff visited the Institute in February of 2016 with the goal of learning best practices from the teachers, in classrooms.

**Parent and Community Engagement:** The student success program continues to support parent and community engagement activities. Programming is facilitated by Katie Wakely a trained teacher, certified with the Ontario College of Teachers. Programs include: Parents as Literacy Supporters (PALS), ESSO Family Math, Community Literacy Tutoring Program and literacy and numeracy curriculum nights.

Meals are provided through the Hospitality Program at Lakefield District Secondary School. This partnership allows for meaningful programming at the Secondary school where many of our Curve Lake First Nation students have been involved in preparing the meals. Katie Wakely and Aricka Fleguel along with Deborah Berrill (Professor Emeritus, Trent University) have presented research and information about the Community Literacy Tutoring Program at the National Indspire Education Conference and have also facilitated a webinar hosted by Indspire.

**Professional Development:** Our staff participate in a number of professional development opportunities. Since 2014, more than \$50 000.00 has been put towards building capacity in our school staff. Topics have ranged from guided mathematics and writers workshop to behavior management.

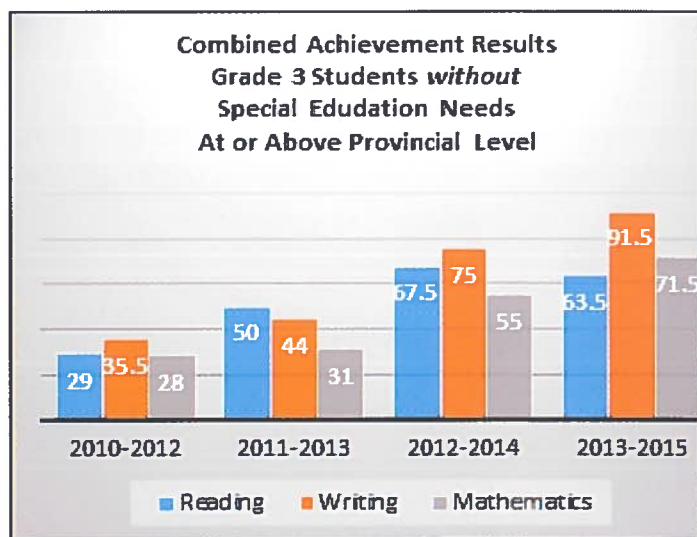
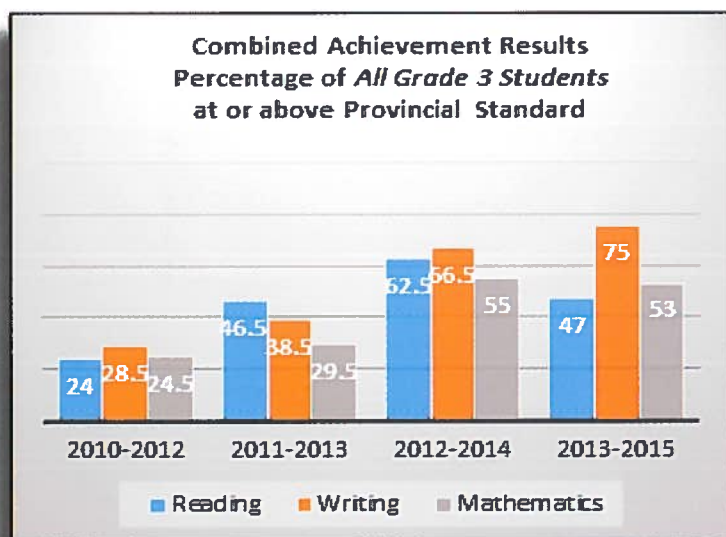
**Literacy, Numeracy and Cultural Resources:** Since 2014, \$40 000.00 has been invested in classroom and school based resources to support the various initiatives and programs that are implemented at the school.



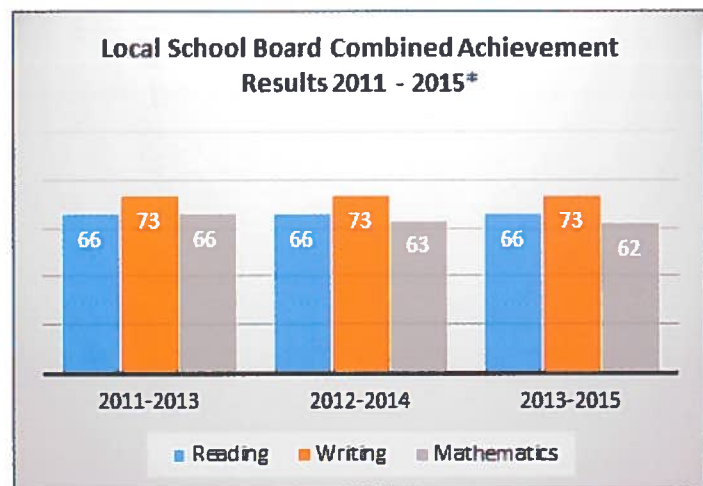
**Challenges:** The biggest challenge we face in student success is teacher retention and recruitment of tutors for our tutoring program. When teachers leave our school, unfortunately they take with them the extensive knowledge gained from our professional and student success development. We are working at ways to provide a consistency of programming across the grades and classrooms to ensure when these transitions happen, the impact is limited. We encourage all community members to consider participating in our Community Based Literacy Tutoring program. Training is provided for this 10 week program where volunteers from our community can have a big impact on student learning with only a 2 hour per week commitment.

## EQAO - Education Quality and Accountability Office

Assessment of reading writing and mathematics. Covering a range of skills learned from Kindergarten through Grade 3, the EQAO is a comprehensive assessment administered annually to our Grade 3 students. These graphs outline our growth from 2010 to 2015.



EQAO assessments are one source of information about student learning. Our school uses the results and other important information, to guide improvement programs and teaching practices so that all students benefit. The graphs show that our school continues to make improvements in each of the areas of reading, writing and mathematics. We expect this trend to continue.

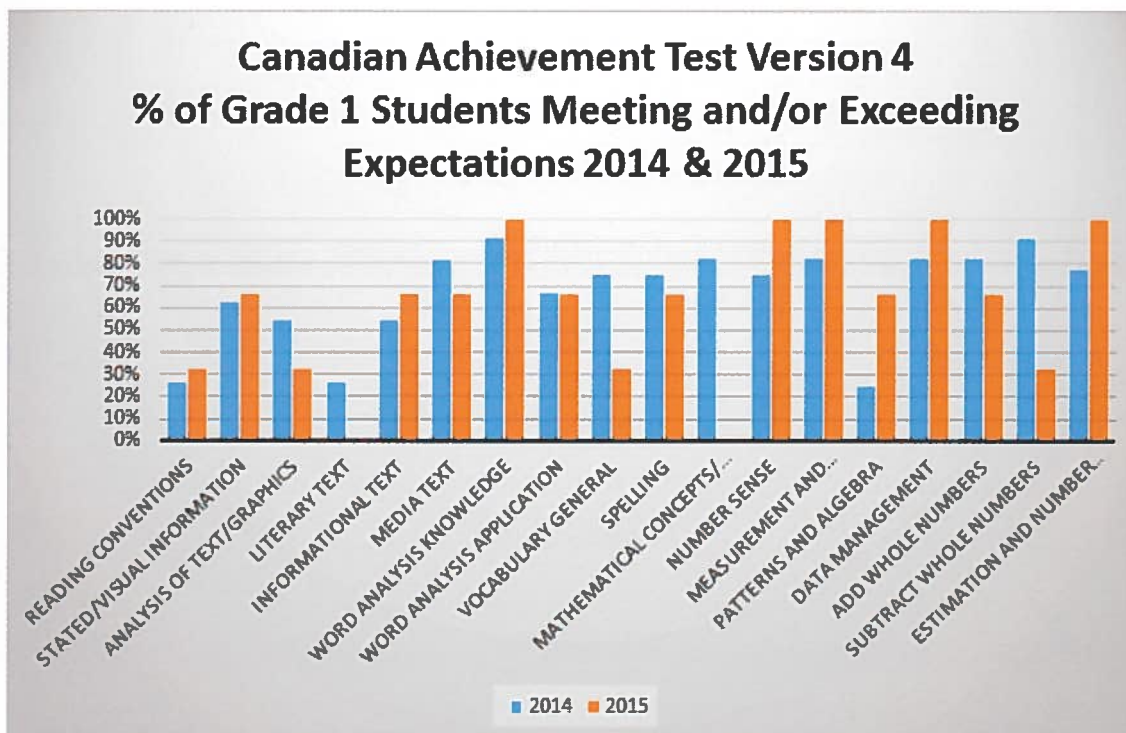
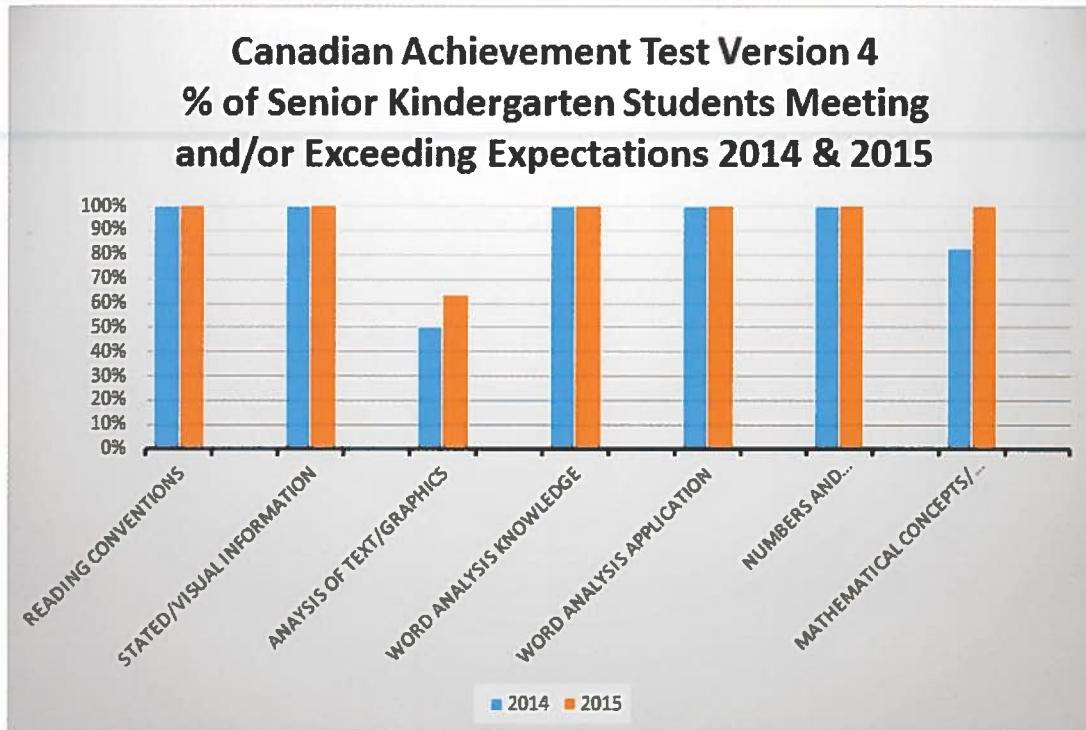


The graph to the left indicates the levels achieved by one of our local school boards.

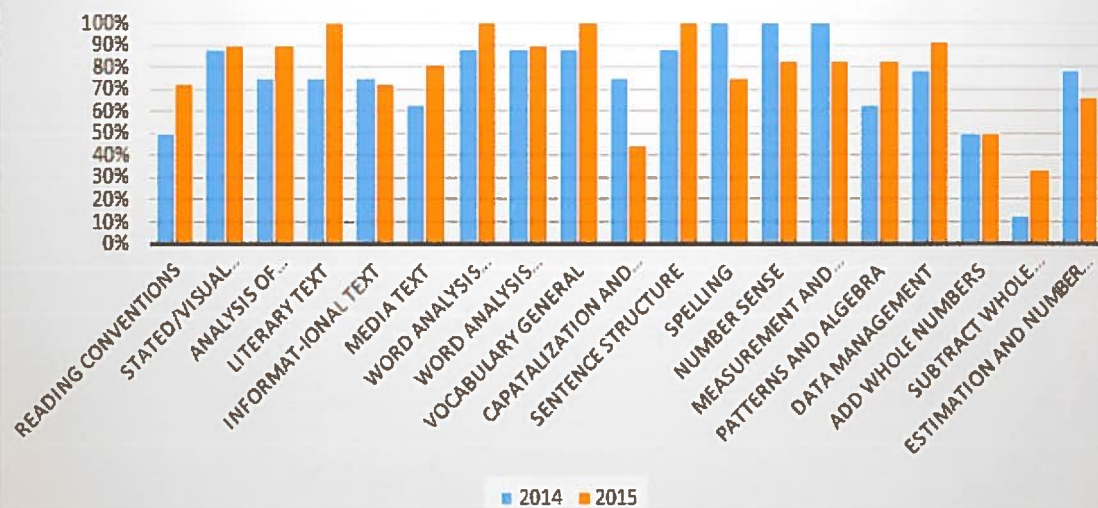
\*Please note Provincial school boards did not participate in EQAO in 2015.

## Canadian Achievement Test (Version 4)

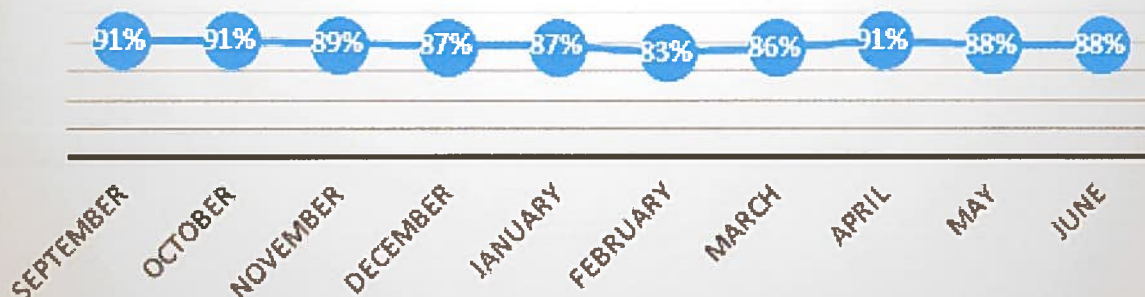
Modeled to fit Canadian curriculum, the CAT is an assessment of the essential learning outcomes for the following basic skill areas: reading, language, spelling, and mathematics.



### Canadian Achievement Test Version 4 % of Grade 2 Students Meeting and/or Exceeding Expectations 2014 & 2015



### Average Attendance Rates Curve Lake First Nation School September 2014 - June 2015



## NEW PATHS

At the beginning of the 2014/15 year, Enweyung Language Symposium “The Way We Sound” was held in the community. It was well attended and there was a wealth of knowledge shared on language preservation and revitalization. There were improvements to the outcome system that is used for school data collection.



A program called Tribes was purchased and training occurred with staff. Tribes is a “way of learning and being together”. It is a process that uses a learning-community, whole-school model to create a positive school climate through improved teaching and classroom management, positive interpersonal relations, and opportunities for student participation.

There was some new equipment purchased for the Curve Lake School; Physical Education equipment and Smartboards were installed in the library and classrooms.

The New Paths funding is one time funding that we have received, it is difficult to sustain some programming in the core budget due the lack of stable funding. Another challenge with New Paths is that the funds must be exhausted by the end of the fiscal year which does not align with the school year.

## POST SECONDARY EDUCATION

There were 28 members enrolled in colleges, studying in various fields such as Pharmacy Technician, Police Foundations, Construction Engineer Technician, Digital Video Productions. There were 4 members who graduated from college programs in 2014/15. For university, there were 30 members enrolled in fields of studies such as linguistics, criminology, nursing, pre-med, psychology and more. There were 5 members who graduated from university in 2014/15.

A new system was implemented for the Nominal Roll for Post-Secondary. In 2014/15 we faced a challenge when trying to exhaust the Post-Secondary funds due to the attrition and limitations of the current policy, which resulted in an annual surplus. In 2015/16, we began revisions to the policy to overcome the previous years challenge relating to the restrictive criteria. There were 27 members enrolled in college and 31 members enrolled in university, with one graduating with a Bachelor of Arts in Criminology.



## **CURVE LAKE LIBRARY**

The Curve Lake Library made some improvements in 2014/15; a children corner was created, rearranging of shelving and reception to improve efficiencies. A library program was also created by Krista Commanda, Librarian at the Curve Lake School which occurs during the afternoon one day per week. This does result in the closure of the library while programming occurs at the Curve Lake School.

Community programming continues and includes activities such as movie night, crafts, etc. The library also acts as the space for the GED program by the Native Learning Centre and for the homework group that is attended regularly by intermediate and high school students.

The library does face funding challenges, which limited the library operations.

## **OTHER HIGHLIGHTS**

Bill C-33 - First Nations Control of First Nations Education Act was introduced in February 2014 but First Nations fought against the bill and succeed in the bill not being passed by the Federal Government.

Education staff attended various meetings and session relating to the Anishinabek Education System over the past two years. Information on the AES is available by contacting Louise Musgrave.

Education staff began work on a scholarship through a partnership with Consultation Department and the Galway Ridge project. Curve Lake First Nation signed a resource sharing agreement which included scholarships, with Galway Ridge project proponents. The Education staff have also been working with Trent University on a Concurrent Aboriginal Teacher Program.

Some professional development occurred when Camille McCue, Community Health Representative from Health Centre organized a session with Barbara Colorosso in the community; all education staff attended the session and gained valuable knowledge.



#### EDUCATION 2014-2015

REVENUE:		EXPENSES:			
Education - Curve Lake School	\$608,392.42	Education - Curve Lake School	\$608,392.42	Education - Curve Lake School	\$0.00
Provincial Tuition	\$1,341,304.51	Provincial Tuition	\$1,297,168.12	Provincial Tuition	\$44,136.39
Special Education	\$202,596.25	Special Education	\$202,596.25	Special Education	\$0.00
Post Secondary	\$754,365.00	Post Secondary	\$712,911.08	Post Secondary	\$41,453.92
FNSSP	\$156,211.00	FNSSP	\$156,424.95	FNSSP	-\$213.95
CLFN School Fundraising	\$9,726.07	CLFN School Fundraising	\$9,525.07	CLFN School Fundraising	\$201.00
New Paths	\$19,800.00	New Paths	\$19,800.00	New Paths	\$0.00
Library	\$16,213.90	Library	\$16,213.90	Library	\$0.00
Daycare - Daycare Centre	\$898,424.74	Daycare - Daycare Centre	\$938,755.60	Daycare - Daycare Centre	-\$40,330.86
Child Care Initiative Funding	\$153,928.00	Child Care Initiative Funding	\$160,802.28	Child Care Initiative Funding	-\$6,874.28
<b>PROGRAM TOTAL</b>	<b>\$4,160,961.89</b>	<b>PROGRAM TOTAL</b>	<b>\$4,122,589.67</b>	<b>NET SURPLUS/(DEFICIT)</b>	<b>\$38,372.22</b>

#### EDUCATION 2015-2016

REVENUE:		EXPENSES:			
Education - Curve Lake School	\$538,145.10	Education - Curve Lake School	\$613,510.20	Education - Curve Lake School	-\$75,365.10
Provincial Tuition	\$1,503,321.00	Provincial Tuition	\$1,363,198.22	Provincial Tuition	\$140,122.78
Special Education	\$190,634.00	Special Education	\$190,634.16	Special Education	-\$0.16
Post Secondary	\$782,115.00	Post Secondary	\$737,458.29	Post Secondary	\$44,656.71
FNSSP	\$152,135.00	FNSSP	\$153,601.15	FNSSP	-\$1,466.15
CLFN School Fundraising	\$14,873.87	CLFN School Fundraising	\$7,000.32	CLFN School Fundraising	\$7,873.55
New Paths	\$26,950.00	New Paths	\$26,403.64	New Paths	\$546.36
Library	\$19,235.40	Library	\$38,197.82	Library	-\$18,962.42
Daycare - Daycare Centre	\$941,623.00	Daycare - Daycare Centre	\$985,213.91	Daycare - Daycare Centre	-\$43,590.91
Child Care Initiative Funding	\$160,221.27	Child Care Initiative Funding	\$166,645.87	Child Care Initiative Funding	-\$6,424.60
<b>PROGRAM TOTAL</b>	<b>\$4,329,253.64</b>	<b>PROGRAM TOTAL</b>	<b>\$4,281,863.58</b>	<b>NET SURPLUS/(DEFICIT)</b>	<b>\$47,390.06</b>

# ECONOMIC

The Economic Development Committee and Department are guided by our mission statement, “to provide for the creation of a prosperous community, while adhering to the values that all community economic development will be socially, culturally and environmentally appropriate to Curve Lake First Nation”.

The Economic Development Department activities during the past 24 months have focused on establishing the foundation and groundwork for economic development going forward.

## THE ECONOMIC DEVELOPMENT STRATEGY

One Economic Development priority identified by the Committee was to create a strategy to guide for growth in all aspects of Economic Development within the community over the next decade. To do this, we applied for INAC funding and were approved for \$28,840 to carry out the project. MNP was selected, through a competitive proposal process, as the consultant to help us with the work. In order to promote positive community engagement and inform leadership on Members' opinions and aspirations, an online survey and 'live vote' during a community consultation were utilized. We would like to thank the Members who participated in the community meetings and survey, your input played a key part in the final recommendations in the Strategy. The proposed economic development opportunities that emerged from the consultation were carefully selected to reflect several important factors; cultural, aesthetic, technical, and systems considerations as well as how these opportunities would impact our land, our people, and their livelihoods.

The following is the prioritized list of opportunities that we would like to pursue over the next five to ten years. Additional details are in the Strategy which can be found on the CLFN website.

1. Renewable Energy Project(s)
2. Strip Mall Development
3. Light-Industrial Business Park
4. Boutique Hotel Operation
5. Janitorial Business
6. Golf Driving Range & Activity Centre
7. Greenhouse Operation
8. Food Franchise Opportunities
9. Investment Portfolio (from own-source revenue generate)

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# DEVELOPMENT

***“OUR VISION FOR THE MISSISSAUGA’S OF CURVE LAKE FIRST NATION IS SELF SUFFICIENCY FOR THE INDIVIDUALS AND FOR THE COMMUNITY; WITH A LAND BASE, AN ECONOMY AND INFRASTRUCTURE TO MEET THE NEEDS OF THE COMMUNITY.”***



In addition to identifying the possible opportunities, the Strategy also outlines and makes recommendations on the various organizational structures that we could utilize for developing community based businesses. These could include; Band Owned, Separate Corporation, Limited Partnership, or Joint Venture. Each has pros and cons and all have business types and structures that they are best suited to. Lastly, the Strategy outlines the steps that could be followed during the business development process. The Strategy will be our Economic Development roadmap for years to come. In order to succeed, it will be important to create a culture of 'openness to new ideas and new possibilities'. The goal is to shift the current state of reliance on transfer payment revenue to own source revenue, in turn creating a better chance that revenue stays within the community.

## **ECONOMIC LEAKAGE STUDY**

A funding proposal in the amount of \$36,500 was developed and submitted to INAC to conduct a leakage study and was approved for \$28,200 with the remainder being CLFN's share. The Economic Development Committee commissioned MNP to conduct a study on the economic leakage that occurs from the CLFN reserve into the surrounding communities. The goal of the study was to gather information to support the development of strategies to promote growth of the economy on CLFN reserve. It will also help with planning and identifying ways to grow the Curve Lake First Nation economy.

The study consisted of:

- Estimation of the size of the Curve Lake First Nation economy.
- Estimation of the economic leakage from CLFN to the surrounding communities.
- Identification of opportunities to reduce economic leakage from CLFN.

## ECONOMIC LEAKAGE STUDY CONTINUED

### SUMMARY OF RESULTS - ESTIMATED EXPENDITURES BY LOCATION (\$ MILLIONS)

Location	Households	Government	Business	Total
Curve Lake	\$6.3	\$1.0	\$0.6	\$7.9
Peterborough	\$7.5	\$2.3	\$1.5	\$11.3
Bridgenorth, Buckhorn & Lakefield	\$1.4	\$0.8	\$0.6	\$2.8
Other	\$5.2	\$5.8	\$4.1	\$15.1
Off Reserve Salaries	\$0.0	\$1.1	\$0.4	\$1.5
Total Expenditure	\$20.4	\$11.0	\$7.2	\$36.6

Not all of the expenditure that occurs outside of Curve Lake will be eligible for recapture. Expenditure on utilities, telecommunications, certain professional services, vacations and training are examples of expenditures that are unlikely to be eligible for recapture as they either take place outside of the area (e.g., vacations) or are for goods and services that are not produced locally and are unlikely to be produced locally in the future (e.g., telecommunications, specialized legal services).

Of the estimated \$30.7 million in economic leakage, those expenditures that are likely eligible for recapture are estimated to be approximately \$6.3 million. One positive note is the findings of the Leakage Study support the Strategic Plan and the opportunities for business development that were identified in it.

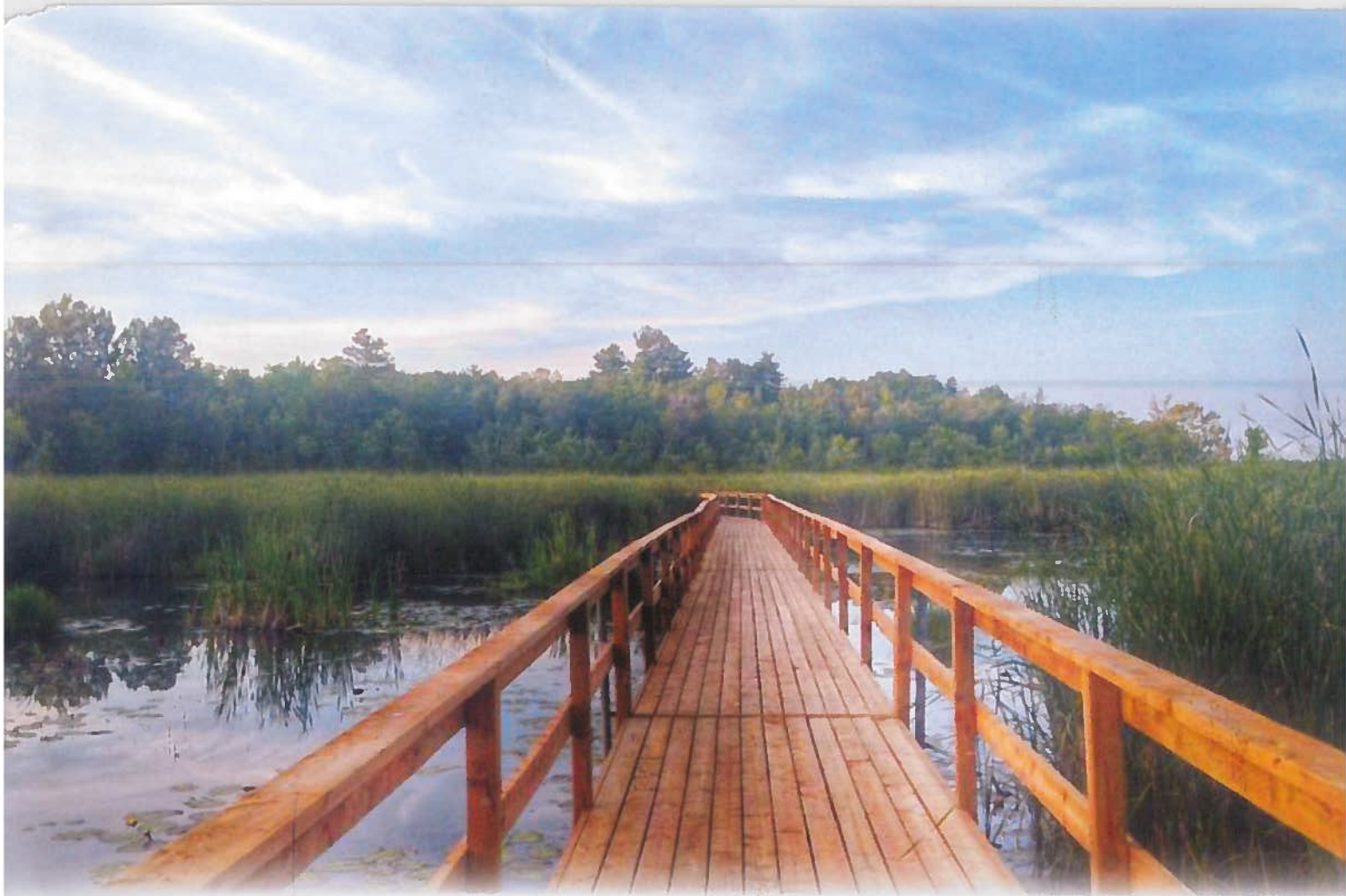
If you would like a copy of the full study, please contact the Economic Development Department.

### THE ECONOMIC DEVELOPMENT CORPORATION

In 2014, there was a major revitalization of the Corporation. The Corporation is now an independent entity operating at arm's length from the First Nation and Chief and Council although close ties are still maintained with both Council and the Economic Development Committee. Articles of Continuance were filed to keep the Corporation active following the changes to the Not-For-Profit Corporation Act and an Annual General Meeting was held to elect a new Board of Directors.

Since the AGM, the Corporation has been working on securing start-up funding and working on partnerships with three renewable energy developers to submit applications to the Independent Electricity Systems Operators (IESO) Large Renewable Projects approval process. It is our hope that these projects will be the springboard to creating in own-source revenue that will be used to develop other new initiatives.

*Every Member of CLFN over the age of eighteen is also a member of the Corporation which means that you have a voice in the running of the Corporation.*



If you have any questions or would like more information please contact any of the duly elected Directors which are: Zac McCue, Jeff Jacobs, Ron Whetung, Scott Jacobs, Madeline Whetung, Richard Cochrane and Ian Knott.

### **ECO-EDUCATIONAL WALKWAY PROJECT**

The first phase of a floating walkway across Henry's Gamig, that will connect the Eco-Dock with the Lance Woods Park trails, was completed in 2014-15. With funding from The Canada/Ontario Resource Development Agreement (CORDA) and the Curve Lake Gaming Revenue Fund (GRF) the first 216 feet of floating walkway was constructed. Changes in plans led to changes in materials and approach to construction in order to minimize the impact to the wetland environment. While the changes meant that we were not able to construct the full project in Phase One, it will allow additional features and signage in the next phase of completing the remaining walkway in 2017.

### **CONSULTATION**

The Economic Development Department continues to work closely with Consultation staff in helping evaluate the economic impacts and benefits of proposed development projects in CLFN traditional territories.



Nda-nokiitaage'ogamig - Employment Resource Centre is part of the Employment & Training Unit under the Economic Development Department of Curve Lake First Nation. The Economic Development was established to support the Curve Lake First Nation vision of self-sufficiency for the Anishnaabeg members and community. The Nda-nokiitaage'ogamig is funded entirely by Kagita Mikam Aboriginal Employment & Training; serving the membership and community of Curve Lake with their employment and training needs since 1997.

All services are FREE in regards to employment or training purposes. The job boards include jobs from: Curve Lake First Nation, other First Nations, local employers, and Service Canada. As well, jobs are posted on our Facebook page and Twitter account.

Some of the group training purchases that have been offered by Curve Lake and funded by Kagita Mikam include:

- Heavy Equipment Operator
- Personal Support Worker Training
- Basic Cooking Course
- Native Early Childhood Education (NECE)

Services Available:

- Assistance with job search
- Resume, cover letter assistance, and interview preparation
- Job board with local and surrounding area job vacancies; training opportunity board
- Quiet study area for students
- 4 computer stations with high speed and wireless internet access
- Printing services & photocopying of employment related documents
- Free phone & fax service to potential employers

In the 2014/15 year, updates within the Employment Resource Centre (ERC) continued with the purchase of new office furniture and updated computers. This was possible with funds from both Kagita Mikam and the Curve Lake Gaming Revenue Fund (GRF). There was an open house in March 2015 to showcase the improvements to



the community. The event was well attended with approximately 25 community members stopping in and visiting the centre and finding out what services are available. We also had booths set up to provide information on local programming, e.g. Kagita Mikam, Northern Lights, Contact North, and CLFN.

In the 2015/16 fiscal year, the Employment Resource Centre hosted a Career Fair in partnership with both the Ontario Works and Education departments. The Career Fair was well attended with 22 exhibitors showcasing a variety of career and training opportunities. There were approximately 50 visitors to the fair and a host of sponsors, including: Operating Engineers Training Institute of Ontario (OETIO), Oshgamoog, Rosey's Trading Post, Quarter Mile Starting Gate, and Whetung's Ojibwe Centre.



Partnerships with the Ontario Works department resulted in the promotion and delivery of workshops to CLFN community members in both fiscal years. Workshops that were offered included: resume writing, social media, and Pathways to Employment with Diane Forbes. As well, the continuation of the First Nations Job Fund program enabled three Ontario Works clients to access funds for training and pre-employment supports to become gainfully employed.

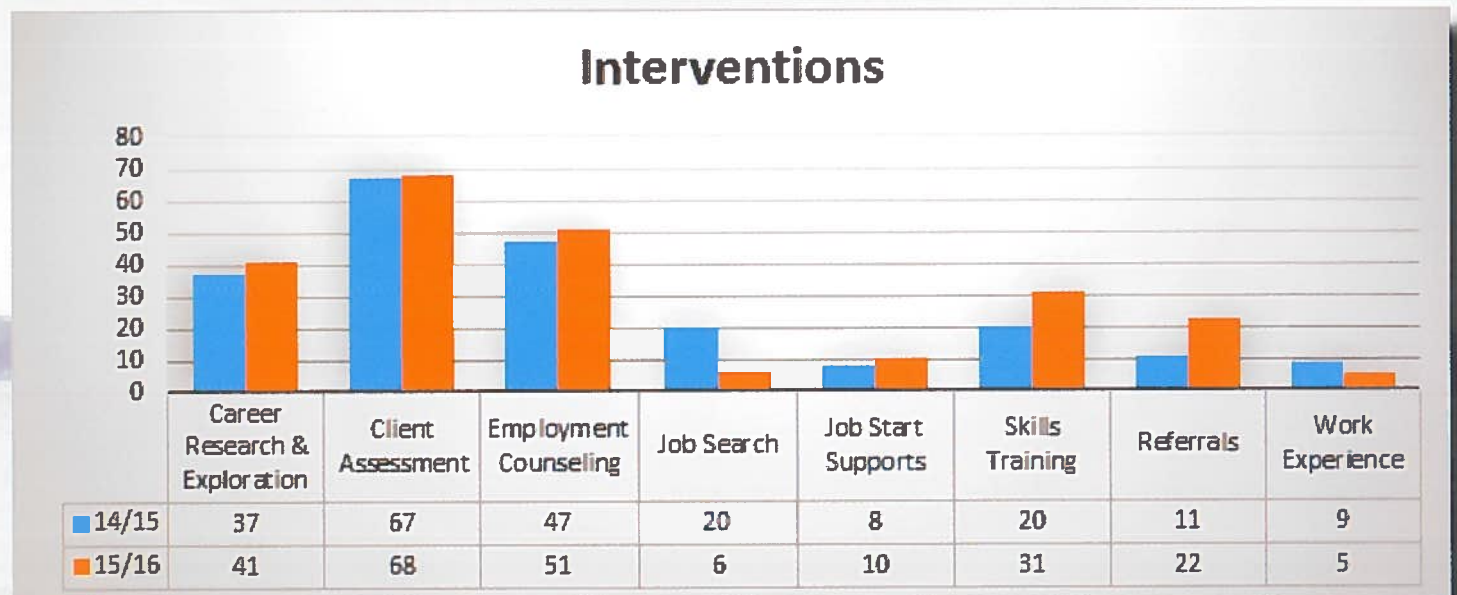
Partnerships with the Education Department and Kagita Mikam also resulted in working with Accenture to provide a one-day workshop for confidence building, resume writing, and interview skills for the high school students that were planning on applying for summer employment. Another project with Education and Kagita Mikam included the high school trip to the Indspire conference in Vancouver; this allowed the students to explore post-secondary options at the University of British Columbia as well as explore employment opportunities within the Natural Resources and Mining industries.



The Employment Resource Centre also assisted with coordinating the Co-op component of the summer student employment program to ensure that training needs were met within both the education and summer student employment programs.

The summer student program has had another two successful years and was able to employ 23 students in 2015; 21 student positions were funded through the Summer Student Program and two positions were funded by the Education Department. In 2016, Curve Lake was able to employ 20 students with financial assistance from the Education (Daycare), Economic Development and Lands departments. The summer student employment program was also funded by a number of agencies including: Gaming Revenue Fund, Kagita Mikam, Canada Summer Jobs, AANDC, INAC, NCB, and FNIHCP (2015 only). The students experienced what a real hiring process would entail, including: submission of an application, an interview, and checking of references. Once the students had successfully completed the process there was a one-week training and orientation session that included: First Aid/CPR training, WHMIS, Young Worker's Awareness Program, Lateral Violence, Cultural Teachings and a meet and greet barbeque with the supervisors; all made possible with funds from Gaming Revenue.

The Employment Resource Centre provided a number of services to clients. According to statistics from Kagita Mikam, there were 94 clients that accessed services in 2014/15 and 95 clients in 2015/16. A number of services were accessed and the breakdown of the services can be found below. The Gaming Revenue Fund was also able to assist with job start supports; there were 41 clients that accessed the funds in 2014/15 and 35 clients in 2015/16.



In the latter part of the 2014/15 fiscal year, a submission was presented to the Aboriginal Labour Force Development Circle through Kagita Mikam to train eight candidates in Heavy Equipment Operation which was approved in January 2015. The training started in February 2015 and was completed in March 2016 with an 87.5% success rate.



The Employment Officer also took the lead in the First Nation Early Childhood, Education, and Employment Survey; funded by Chiefs of Ontario. This project was able to employ three surveyors on a part-time basis and provide valuable information to the First Nations Information Governance Centre to improve the quality of life of First Nation peoples.

The Employment Resource Centre did face some challenges in that the Assistant to the Employment Officer position was filled with temporary staff, but services were able to be available on a consistent basis. While the position continues to be monitored, work plan development has continued for the next fiscal year. Another challenge directed at the summer student employment program was the loss of funding from Health Canada (FNIHCP) and cuts to funding from INAC; some of the Curve Lake First Nation departments were able to assist with funds to offset the losses.

### ECONOMIC DEVELOPMENT & EMPLOYMENT 2014-2015

#### REVENUE:

Economic Development	\$172,693.94
Andrews Property	\$14,800.44
CLFN Cottage Rentals	\$10,525.00
Small Business Centre	\$79,592.51
FNREES	\$3,255.83
Cultural Centre	\$106,286.67
Solar Panel Project	\$6,802.39
Kagita Mikam Resource Centre	\$46,166.68
Kagita Mikam Pre-Employment	\$3,416.36
Summer Student	\$56,788.16
New Relationship Fund	\$95,225.00
Pow Wow	\$42,163.10
<b>PROGRAM TOTAL</b>	<b>\$637,716.08</b>

#### EXPENSES:

Economic Development	\$179,560.56
Andrews Property	\$14,012.02
CLFN Cottage Rentals	\$10,751.98
Small Business Centre	\$74,289.21
FNREES	\$3,255.83
Cultural Centre	\$104,566.01
Solar Panel Project	\$0.00
Kagita Mikam Resource Centre	\$45,495.27
Kagita Mikam Pre-Employment	\$3,416.36
Summer Student	\$56,078.18
New Relationship Fund	\$110,568.17
Pow Wow	\$46,535.70
<b>PROGRAM TOTAL</b>	<b>\$648,529.29</b>

Economic Development	<b>-\$6,866.62</b>
Andrews Property	\$788.42
CLFN Cottage Rentals	<b>-\$226.98</b>
Small Business Centre	\$5,303.30
FNREES	\$0.00
Cultural Centre	\$1,720.66
Solar Panel Project	\$6,802.39
Kagita Mikam Resource Centre	\$671.41
Kagita Mikam Pre-Employment	\$0.00
Summer Student	\$709.98
New Relationship Fund	<b>-\$15,343.17</b>
Pow Wow	<b>-\$4,372.60</b>

**NET SURPLUS/(DEFICIT) **-\$10,813.21****

### ECONOMIC DEVELOPMENT & EMPLOYMENT 2015-2016

#### REVENUE:

Economic Development	\$165,885.65
Andrews Property	\$15,939.00
CLFN Cottage Rentals	\$10,075.00
IESO	\$12,310.29
Small Business Centre	\$77,604.33
FNREES	\$1,918.17
Cultural Centre	\$115,918.50
Solar Panel Project	\$6,222.95
Kagita Mikam Resource Centre	\$46,166.68
Kagita Mikam Pre-Employment	\$3,869.55
Summer Student	\$20,971.73
New Relationship Fund	\$95,572.78
Pow Wow	\$30,909.45
<b>PROGRAM TOTAL</b>	<b>\$603,364.08</b>

Economic Development	\$155,687.91
Andrews Property	\$6,483.86
CLFN Cottage Rentals	\$10,968.56
IESO	\$12,310.29
Small Business Centre	\$66,205.37
FNREES	\$450.00
Cultural Centre	\$112,704.88
Solar Panel Project	\$6,354.58
Kagita Mikam Resource Centre	\$44,675.66
Kagita Mikam Pre-Employment	\$0.00
Summer Student	\$20,981.03
New Relationship Fund	\$105,337.66
Pow Wow	\$31,067.83
<b>PROGRAM TOTAL</b>	<b>\$573,227.63</b>

Economic Development	\$10,197.74
Andrews Property	\$9,455.14
CLFN Cottage Rentals	<b>-\$893.56</b>
IESO	\$0.00
Small Business Centre	\$11,398.96
FNREES	\$1,468.17
Cultural Centre	\$3,213.62
Solar Panel Project	<b>-\$131.63</b>
Kagita Mikam Resource Centre	\$1,491.02
Kagita Mikam Pre-Employment	\$3,869.55
Summer Student	<b>-\$9.30</b>
New Relationship Fund	<b>-\$9,764.88</b>
Pow Wow	<b>-\$158.38</b>

**NET SURPLUS/(DEFICIT) **\$30,136.45****

## CHILDRENS ORAL HEALTH INITIATIVE (COHI)

The COHI program strives to improve and ultimately maintain the oral health of our members at a level comparable to that of other Canadians. A visiting dental hygienist provides onsite visits to the school and daycare and provides outreach, promotion and dental screening. Staff involved in the delivery of this component includes the Community Health Representatives.

## SUBSTANCE ABUSE PREVENTION & TREATMENT (NNAADAP)

This community based program provides a range of prevention and treatment services and supports. It includes prevention, health promotion, early identification and intervention, referral, aftercare and follow-up services for individuals and/or families. These services are provided by the NAADAP worker who works with external agencies to provide in-patient, out-patient services along with day/evening programs for alcohol, solvents and other drug addictions. NAADAP is experiencing an increase and overlap of addictions with mental health issues and works collaboratively with other external agencies to address these concerns. A highlight of 2015/16 for the NNDAAAP program was the community dinner that focussed on prescription drug use. A community wide initiative seen a number of households clean out their medicine cabinets and bring their old/unused prescription drugs to the health centre for disposal.



## BRIGHTER FUTURES

This program aims to improve the quality of and access to culturally appropriate mental health, child development and injury prevention programming. Brighter Futures supports the clinical side of the Health Centre ensuring members have access to primary care services that includes a Physician, Nurse Practitioner, Registered Nurse (RN), Registered Dietician and a Mental Health Counsellor.



## BUILDING HEALTHY COMMUNITIES

This program assists in preparing for and managing mental health crisis. Building Healthy Communities supported the weekly blood clinics, prescription pickup, pool maintenance and therapeutic massage. During the 2015/16 fiscal year, the need to address the lack of supports in the area of mental health became a priority and resulted in the hiring of a Mental Health Worker. Look for promotion, awareness and access to additional mental health counselling in the upcoming fiscal year.



# HEALTH & FAMILY SERVICES

## WSHKIIGOMAANG MNOBMAADZWIN GAMING

The Health Centre continued to experience challenges and seen the departure of several staff during the 2015/16 fiscal year. We bid farewell to Mary Robertson - Child Protection Worker; Melinda Taylor - Community Health Representative, Courtney Taylor - Youth Support Worker and Camille McCue, Community Health Worker (HBHC). The upcoming fiscal year will see a full complement of staff on board and all are looking forward to a year full of innovative and new program ideas. Programming from 2014/15 and 2015/16 continue to highlight the commitment staff have to providing programs, services and healthy lifestyle promotions to the community.

First Nations Inuit Health Branch (FNIHB) provides funding that supports the needs of our community by ensuring availability of, and access to health services. This years' report will provide an overview of the programs funded by Health Canada, FNIHB. In addition, funding from other organizations enhance programs delivered by the staff such as the Healthy Babies/Healthy Children and Family Violence Initiatives.

## HEALTH PROMOTION & DISEASE PREVENTION

This component funds a suite of community based activities aimed to improve the health outcomes of individuals, families and community. The programs covered include Healthy Child Development that focus on providing supports for women and families with young children from preconception through pregnancy birth and parenting. Activities funded under this component include Aboriginal Prenatal Nutrition Program, Fetal Alcohol Spectrum Disorder and Maternal Child Health. Staff involved in the delivery of this component includes the Community Health Nurse and the Community Health Worker and include activities and programs aimed at breastfeeding promotion, education and support, nutrition screening, maternal nourishment, home visiting.



care and home management); provision of and access to specialized medical equipment and supplies for care; record keeping and data collection. A review of the service delivery will be undertaken in the upcoming 2016-17 fiscal year to ensure value of service.

### **NON INSURED HEALTH BENEFITS (NIHB)**

Weaving through the benefits available to on and off reserve members is often a daunting task and our Community Health Representatives are available to assist when needed. The NIHB program provides coverage for pharmacy, dental care, vision care, medical supplies and equipment, short-term crisis intervention mental health counselling and medical transportation to access medically required health services not available on reserve. Some benefits require prior approval and the CHR's are available to assist with the application process.



### **MEDICAL TRANSPORTATION**

Medical transportation is available to assist members in accessing medically necessary insured health services that cannot be accessed in the community. Medical Transportation is available to members living on reserve members in one of four vehicles for appointments. Bookings are made in advance by calling the health centre. Trips are within an approved catchment area from Bobcaygeon to Hamilton and also include Kingston to the east. During the 2015/16 fiscal year, Health Canada made available additional funding for the purchase of a new handicapped accessible van. For those members living off reserve, medical transportation is available through the NIHB prior approval process.

### **COMMUNITY BASED WATER MONITORING**

The community based water monitoring continues to operate under the First Nations Water & Wastewater Action Plan. The program provides support to households for water testing and well inspections. During the 2015/16 fiscal year 148 wells were tested and in most cases 2 tests for each home are completed. There have been 15 Boil Water Advisories (BWA) with one well on a BWA since this position started. Residents are provided with information on well disinfections and interpreting lab results for the homeowner. Sodium tests are completed and there are 8 wells that are tested quarterly. Well inspections with the Environmental Health Officer seen 21 wells inspected which will require replacements due to concrete well casing deterioration. Students at the Curve Lake School were also treated to a lunch 'n learn where they learned the importance of clean water.





## CHRONIC DISEASE PREVENTION & MANAGEMENT

In this program area, services and activities are provided that aim to reduce the rate of chronic diseases such as Type II diabetes. The program focuses on diabetes prevention education that increases awareness and knowledge of the risk factors and approaches to prevention and management. Activities in this area included Grocery Tours, Lunch & Learns, berry vouchers, and most recently in 2015/16 a Diabetes & Me support group was established during the last quarter. This group meets monthly and includes visiting professionals for information sessions and activity outings. One of the first sessions included the use of the newly acquired audience response tool that allowed for anonymous participation in providing programming ideas for this group.



## PUBLIC HEALTH PROTECTION

Communicable disease control and management aims to reduce the incidence, spread and human health effects of communicable diseases. Promoting public education and awareness to encourage healthy practices, updated immunizations, strengthening community capacity through preparation and response to pandemic influenza outbreaks and identifying risks through surveillance and reporting are components of this program area. Activities include immunization updates, surveillance and notifications, flu clinics and promotion and awareness of Respiratory Infections (TB), Blood Borne Diseases and Sexually Transmitted Infections. A review of 2015/16 resulted in identifying the need for an approved pandemic plan which will be a focus in the upcoming fiscal year.

## HOME & COMMUNITY CARE

The Home and Community Care is a coordinated system of home and community based health care services that enable members of all ages with disabilities, chronic or acute illnesses and the elderly to receive the care they need in their homes and communities. Service delivery is based on assessed need and follows a case management process. Essential service elements include: Client assessment; home care nursing; case management; home support (personal



**Getsiinyaag Program:** This group for members 55+ offers activities that increase social interaction and participation. Information awareness, physical activity, social outings, crafts are a few of the activities provided. The Buffy Saint Marie concert was a huge favorite as was the numerous crafts that the group was able to make.

## **CHILD PROTECTION & YOUTH SERVICES PROGRAM**

Curve Lake continues to work in partnership with the Kawartha-Haliburton Children's Aid Society in the delivery of child protection under a unique arrangement. The Child Protection Worker continues to work to find the least disruptive course of action for families. Increase use of Customary Care/Kinship Home placements are becoming a focus of this program area. The program bid farewell to Mary Robertson in 2015 and the position remained vacant for the remainder of the fiscal year. Look for greater involvement with children and families in the upcoming fiscal year.

The Community Youth Support Worker ensures programs and services are available to the children and youth that promote safety and wellbeing. Bike rodeo, day camp, youth group, and outings are a few of the venues offered. The program seen the departure of Courtney Taylor in 2015 and Ashkineeg-Kwe Whetung joined the health team in early 2016. Ashkineeg-Kwe looks forward to involving the youth directly in the programming that will be youth based and youth driven. Working with families as a whole and integrating traditional culture, ceremony and language into the programming will also be a focus of the prevention programming.





## HIGHLIGHTS

**International Women's Day:** A first time event seen the women of the community enjoy an evening that highlighted Indigenous women and their successes. Each participant received an accessory and fun and laughter was part of the evening with the women putting on an impromptu fashion show.

**Annual Easter Egg Hunt/Breakfast and the Santa Claus Parade** are two of the highly successful, anticipated and attended events in the community. The 2015/16 fiscal year seen an anomaly with 2 Easter Egg celebrations occurring in one fiscal year.





## ACKNOWLEDGEMENT

Our sincerest appreciation for the dedication of former Ontario Works Administrators, who paved the road for success to continue serving residents of the Curve Lake Community with the Ontario Works Program.

- Kay Taylor, Administrator and founder of the Ontario Native Welfare Administrator's Association (ONWAA) that supports over 100 First Nation Ontario Works offices across the Province. ONWAA is our leading resource for training in Ontario Works policy and development.
- Susie Taylor, Administrator for Curve Lake continues to share her expertise as Elder for ONWAA.
- Jeannine Smith, Administrator who shared her knowledge of Municipal Ontario Works practices to enhance our First Nation delivery
- Noreen Conway, Administrator, Kristin Phillips, Employment Case Worker & Laura Knott, Financial Case Worker for sharing their knowledge and experience to deliver an exceptional Ontario Works Program for the Curve Lake community

The overall intent of Ontario Works is to offer financial assistance and employment assistance to residents of the Curve Lake community. Every person has the right and are welcome to come and fill out an Application for Ontario Works, Financial Assistance. The rates for Ontario Works benefits are consistent across Ontario and the amount allotted depends on family size. The CLFN Ontario Works Service Plan is used to plan programs and services to help our community members.

HEALTH & FAMILY SERVICES 2014-2015					
REVENUE:		EXPENSES:			
Youth Services	\$169,720.80	Youth Services	\$162,847.94	Youth Services	\$6,872.86
Building Healthy Communities	\$77,651.00	Building Healthy Communities	\$104,345.08	Building Healthy Communities	-\$26,694.08
N.N.A.D.A.P	\$50,638.00	N.N.A.D.A.P	\$43,982.60	N.N.A.D.A.P	\$6,655.40
Health Ctr - Mental Health & Addictions	\$114,862.00	Health Ctr - Mental Health & Addictions	\$101,427.51	Health Ctr - Mental Health & Addictions	\$13,434.49
Primary Care -Capital Facilities	\$60,227.00	Primary Care -Capital Facilities	\$62,213.28	Primary Care -Capital Facilities	-\$1,986.28
Comm. Health Promotion & Injury/Illness Prevention	\$288,634.68	Comm. Health Promotion & Injury/Illness Prevention	\$286,024.90	Comm. Health Promotion & Injury/Illness Prevention	\$2,609.78
NH&W Child Oral Health	\$8,312.00	NH&W Child Oral Health	\$7,976.76	NH&W Child Oral Health	\$335.24
NH&W Medtrans	\$188,086.00	NH&W Medtrans	\$188,086.00	NH&W Medtrans	\$0.00
Community Programs and Youth Component	\$67,877.00	Community Programs and Youth Component	\$69,865.97	Community Programs and Youth Component	\$1,988.97
NIHB	\$31,734.89	NIHB	\$31,734.56	NIHB	\$0.33
Health CDA Diabetes Init	\$52,531.00	Health CDA Diabetes Init	\$55,302.47	Health CDA Diabetes Init	-\$2,771.47
CDE	\$92.93	CDE	\$92.93	CDE	\$0.00
Getsilnyag	\$25,000.00	Getsilnyag	\$25,909.15	Getsilnyag	-\$909.15
Health - AHWS	\$51,787.00	Health - AHWS	\$51,786.93	Health - AHWS	\$0.07
Health - Babies/Children	\$30,954.75	Health - Babies/Children	\$30,954.75	Health - Babies/Children	\$0.00
Family Violence	\$10,783.45	Family Violence	\$10,783.45	Family Violence	\$0.00
Gambling	\$0.00	Gambling	\$0.00	Gambling	\$0.00
HIV/AIDS	\$984.23	HIV/AIDS	\$984.23	HIV/AIDS	\$0.00
Food Bank	\$34,417.08	Food Bank	\$34,277.08	Food Bank	\$140.00
Drinking Water Safety	\$27,500.00	Drinking Water Safety	\$35,216.00	Drinking Water Safety	-\$7,716.00
<b>PROGRAM TOTAL</b>	<b>\$1,291,793.81</b>	<b>PROGRAM TOTAL</b>	<b>\$1,303,811.59</b>	<b>NET SURPLUS/(DEFICIT)</b>	<b>-\$12,017.78</b>

HEALTH & FAMILY SERVICES 2015-2016					
REVENUE:		EXPENSES:			
Youth Services	\$139,125.33	Youth Services	\$139,125.33	Youth Services	\$0.00
Building Healthy Communities	\$81,707.01	Building Healthy Communities	\$81,706.73	Building Healthy Communities	\$0.28
N.N.A.D.A.P	\$50,614.75	N.N.A.D.A.P	\$50,614.75	N.N.A.D.A.P	\$0.00
Health Ctr - Mental Health & Addictions	\$116,241.13	Health Ctr - Mental Health & Addictions	\$116,241.13	Health Ctr - Mental Health & Addictions	\$0.00
Primary Care -Capital Facilities	\$71,196.00	Primary Care -Capital Facilities	\$81,311.04	Primary Care -Capital Facilities	\$10,115.04
Comm. Health Promotion & Injury/Illness Prevention	\$239,348.33	Comm. Health Promotion & Injury/Illness Prevention	\$213,730.97	Comm. Health Promotion & Injury/Illness Prevention	\$25,617.36
NH&W Child Oral Health	\$7,318.14	NH&W Child Oral Health	\$7,318.14	NH&W Child Oral Health	\$0.00
NH&W Medtrans	\$245,931.15	NH&W Medtrans	\$245,931.15	NH&W Medtrans	\$0.00
Community Programs and Youth Component	\$49,808.36	Community Programs and Youth Component	\$49,808.36	Community Programs and Youth Component	\$0.00
Health CDA Diabetes Init	\$51,670.00	Health CDA Diabetes Init	\$48,970.00	Health CDA Diabetes Init	\$2,700.00
CDE	\$2,000.00	CDE	\$2,203.84	CDE	-\$203.84
Getsilnyag	\$0.00	Getsilnyag	\$940.00	Getsilnyag	-\$940.00
Communcial Disease	\$0.00	Communcial Disease	\$0.00	Communcial Disease	\$0.00
Health - AHWS	\$59,041.00	Health - AHWS	\$59,041.00	Health - AHWS	\$0.00
Health - Babies/Children	\$40,251.11	Health - Babies/Children	\$44,860.48	Health - Babies/Children	-\$4,609.37
Family Violence	\$3,018.59	Family Violence	\$3,018.59	Family Violence	\$0.00
Gambling	\$2,473.82	Gambling	\$2,473.82	Gambling	\$0.00
HIV/AIDS	\$1,000.00	HIV/AIDS	\$999.85	HIV/AIDS	\$0.15
Family Resource	\$1,100.00	Family Resource	\$237.89	Family Resource	\$862.11
Food Bank	\$9,656.00	Food Bank	\$12,911.43	Food Bank	-\$3,255.43
Drinking Water Safety	\$27,444.63	Drinking Water Safety	\$27,443.65	Drinking Water Safety	\$0.98
CARA	\$13,076.67	CARA	\$17,077.77	CARA	-\$4,001.10
<b>PROGRAM TOTAL</b>	<b>\$1,212,022.02</b>	<b>PROGRAM TOTAL</b>	<b>\$1,205,965.92</b>	<b>NET SURPLUS/(DEFICIT)</b>	<b>\$6,056.10</b>

SENIORS SERVICES 2014-2015					
REVENUE:		EXPENSES:			
Seniors Centre	\$161,925.05	Seniors Centre	\$418,595.74	Seniors Centre	-\$256,670.69
Home and Community Care	\$214,080.00	Home and Community Care	\$214,080.00	Home and Community Care	\$0.00
<b>PROGRAM TOTAL</b>	<b>\$376,005.05</b>	<b>PROGRAM TOTAL</b>	<b>\$632,675.74</b>	<b>NET SURPLUS/(DEFICIT)</b>	<b>-\$256,670.69</b>

SENIORS CENTRE 2015-2016					
REVENUE:		EXPENSES:			
Seniors Centre	\$151,854.21	Seniors Centre	\$409,548.78	Seniors Centre	-\$257,694.57
Home and Community Care	\$242,429.00	Home and Community Care	\$242,429.00	Home and Community Care	\$0.00
Seniors Capital Construction	\$255,254.72	Seniors Capital Construction	\$259,340.00	Seniors Capital Construction	-\$4,085.28
<b>PROGRAM TOTAL</b>	<b>\$649,537.93</b>	<b>PROGRAM TOTAL</b>	<b>\$911,317.78</b>	<b>NET SURPLUS/(DEFICIT)</b>	<b>-\$261,779.85</b>



### **CLFN FOOD BANK PROGRAM - Funded by AANDC & CLFN Gaming Revenue**

A special thank you to the CLFN Gaming Revenue Fund (GRF) for funding a 3 year project to financially assist the CLFN Just Food Boxes for CLFN membership. Gaming Revenue Fund helps pay for the wages for a 24 hour part time Food Bank Coordinator; maintain and update the Food Bank Building and allow for monthly distribution of Fresh Produce and Staples to CLFN membership for just a \$1.00 for each box

Thank you to Janice McCue, Food Bank Coordinator who administers a great food distribution centre. Fresh Produce and Staples Boxes are purchased from YWCA - Just Food Program and are distributed to CLFN membership at a cost of \$1.00/per box. We have completed renovations to the Food Bank building and are ready to serve our membership. We will be introducing "Mobile Closet" to help our membership with a used clothing program



Curve Lake First Nation Ontario Works costs shares with the Ministry of Community and Social Services (MCSS), Ministry of Health and Long Term Care (MOHLTC) and Aboriginal Affairs and Northern Development Canada (AANDC) as per the Federal and Provincial 1965 Welfare Agreement.

A.D. Morrison is the current computer delivery software system used to maintain client data and report financial statistics to our government funders. Monthly reports are completed and submitted to our funders to ensure we adhere to the Ontario Works Act & Regulations & Directives. This includes random file reviews, monthly Subsidy Claim Reports, Cost of Administration Reports and CIBC Bank reconciliations. In addition to regular reporting procedures, the Ontario Works office is audited annually.

#### **ONTARIO WORKS PROGRAMS AND SERVICES - Funded by MCSS & AANDC**

**Financial Assistance** - for Ontario Works Recipients (Basic Shelter, Food)

**Employment Assistance** - for Ontario Works Recipients (transportation, work equipment, CPIC, Certification course fees, workshops, computers, job board)

**Mandatory Benefits** - for Ontario Works Recipients

- Drug Card
- Special Diet Allowance
- Funerals & Burials

**Discretionary Benefits** - must be on Ontario Works (OW), Ontario Disability Support Program (ODSP), Assistance for Children with Severe Disabilities (ACSD) and reside in Curve Lake First Nation

**Transitional Support Fund** -Emergency home repairs, Moving expenses, utility arrears, disconnection or eviction.

#### **NATIONAL CHILD BENEFIT ALLOWANCE - Funded by AANDC**

- CLFN Food Bank - also funded by CLFN Gaming Revenue Fund
- CLFN Just Food Boxes (Fresh Produce & Staples) - also funded by CLFN Gaming Revenue Fund
- CLFN school Breakfast Program
- Lakefield District Secondary School - Snack Program
- Homework Club in Curve Lake
- Summer Employment for students in low-income families
- CLFN Library for cultural activities
- CLFN Employment Program for Home to Work transitions (for low income clients)

All financial assistance is appealable first by Internal Review, then if needed to the Social Benefits Tribunal except for Discretionary Benefits and Transitional Support Fund which are administered at the discretion of the Ontario Works Administrator.

## Natural Springs

- We have partnered with Natural Springs, Peterborough to receive discount for purchase and delivery of new mattresses, boxsprings, bed rails

## Training Programs/Workshops

- General Educational Development (GED) Program with the Peterborough Native Learning Program continues every Tuesday morning 9-12 at the Library
- Wills & Estates - February 23, 2016
- Income Tax Clinic - March 21, 2016
- WHMIS - January 25, 2016
- First Aid - January 26-27, 2016
- Food Handler- January 28, 2016
- Smart Serve- January 29, 2016
- Beading Workshop - February 11, 2016
- Budget Workshop - February 25, 2016
- Soap Stone Carving - January 21, 2016
- Contact North - Quinte Adult Education -partnering to help clients achieve their Grade 12 Diploma

### SOCIAL SERVICES 2014-2015

REVENUE:		EXPENSES:			
Social Services - Cost of Administration	\$208,315.00	Social Services - Cost of Administration	\$193,660.38	Social Services - Cost of Administration	\$14,654.62
INAC Homemakers	\$183,048.37	INAC Homemakers	\$187,759.59	INAC Homemakers	-\$4,711.22
National Child Benefits Revenue	\$23,700.00	National Child Benefits Revenue	\$23,700.00	National Child Benefits Revenue	\$0.00
Social Services-Social Assistance	\$580,066.14	Social Services-Social Assistance	\$570,699.19	Social Services-Social Assistance	\$9,366.95
<b>PROGRAM TOTAL</b>	<b>\$995,129.51</b>	<b>PROGRAM TOTAL</b>	<b>\$975,819.16</b>	<b>NET SURPLUS/(DEFICIT)</b>	<b>\$19,310.35</b>

### SOCIAL SERVICES 2015-2016

REVENUE:		EXPENSES:			
Social Services - Cost of Administration	\$181,706.00	Social Services - Cost of Administration	\$181,050.88	Social Services - Cost of Administration	\$655.12
INAC Homemakers	\$208,446.23	INAC Homemakers	\$224,256.46	INAC Homemakers	-\$15,810.23
National Child Benefits Revenue	\$23,700.00	National Child Benefits Revenue	\$23,700.00	National Child Benefits Revenue	\$0.00
Social Services-Social Assistance	\$26,879.56	Social Services-Social Assistance	\$26,879.56	Social Services-Social Assistance	\$0.00
<b>PROGRAM TOTAL</b>	<b>\$440,731.79</b>	<b>PROGRAM TOTAL</b>	<b>\$455,886.90</b>	<b>NET SURPLUS/(DEFICIT)</b>	<b>-\$15,155.11</b>

## **HOMEMAKERS AND NURSES SERVICES PROGRAM - Funded AANDC and MOLTH**

To assist those in need to live in their own homes and includes assistance for child care if a single parent is recovering from an illness or is in the hospital. The OW Administrator completes the Intake Application to determine financial eligibility for the Homemakers and Nurses Services Program. Health & Family Services Department monitor and report job requirements for the Homemakers and Nurses Services. The Ontario Works Administrator completes the monthly Subsidy Report that is sent to AANDC AND MOHLTC based on data received from Health & Family Services.

Homemakers assist clients in their home with cleaning, cooking, personal hygiene, etc. while community workers assist with outside yard maintenance such as grass cutting, weed-eating, painting, garbage disposal, etc

Ontario Works – A great team effort!

### **Ontario Energy Support Program**

- We have partnered with the Intake Worker from Ontario Native Welfare Association to help our community members complete on line applications for the Ontario Energy Support Program credit to help decrease hydro costs

### **Low Income Energy Assistance Program (LEAP)**

- We have a great partnership with United Way of Greater Simcoe County and are an Intake Agency to refer clients for financial help with Hydro arrears

### **Ontario Disability Support Program (ODSP)**

- We have partnered with ODSP who come bi-weekly on Friday afternoons to the CLFN Band Office to answer questions and provide support to anyone residing in the Curve Lake community.
- An ODSP community information session was held October 28, 2015 at the Community Centre

### **Direct Deposit**

- We are in the midst of finalizing direct deposit procedures for Ontario Works clients

### **Funerals & Burials**

- We continue to help Social Services clients who are on Ontario Works or Ontario Disability Support with funeral costs up to \$3,500.00
- We continue to help low income CLFN status members with funeral costs up to \$4,500.00
- Ontario Works is a last resort for financial assistance and we encourage application to alternate funding agencies (Canada Pension Plan (CPP), Old Age Security (OAS) or other pensions, etc. prior to accessing these limited funds

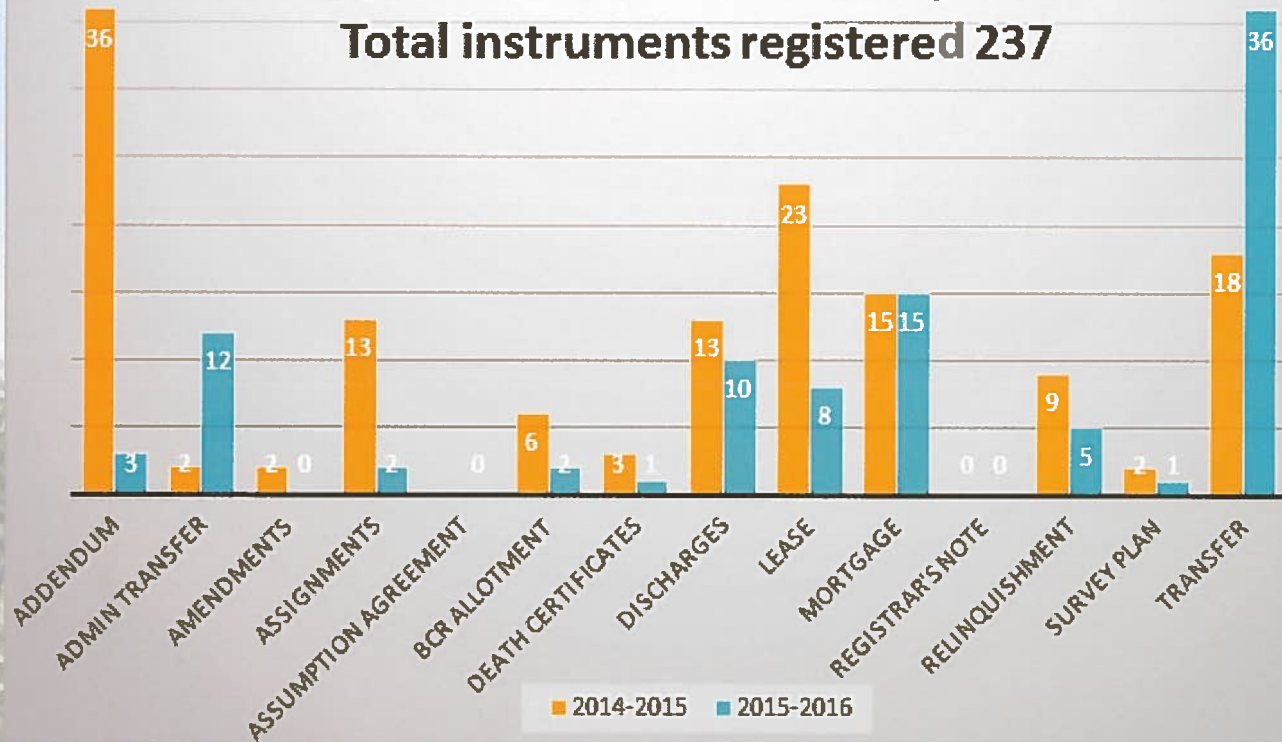


The advertisement features the Ontario Energy Board logo at the top. Below it, the text reads: "THERE'S HELP FOR LOW-INCOME HOUSEHOLDS". A sub-headline states: "You may qualify for a reduction on your electricity bill with the new Ontario Electricity Support Program." A yellow banner with the text "Apply Now" is positioned above a photograph of a young child sleeping peacefully in a bed.

## CLFN Land Management Instruments Registered within the Indian Lands Registry System

April 1st, 2014 - March 31st, 2016

Total instruments registered 237



\*Statistics obtained from Netlands

### FAMILY HOMES ON RESERVES & MATRIMONIAL INTERESTS OR RIGHTS (FHRMIR) ACT

At the end of 2014 we felt the new law take effect. Currently, CLFN falls under the Federal provisional rules of the FHRMIR Act. As CLFN Lands Department continues to work within the new legislation, we have experienced delays in registration of instruments due to the added information sought by INAC. The new legislation, amongst other things, requires the applicant initiating the land transaction to now complete a FHRMIR assessment form, which directs the transaction in accordance with provisions in the new Act. We continue to work towards helping the community know their rights and provide information (not legal advice) on the new legislation. We are lucky to have the Centre of Excellence for Matrimonial Real Property in close proximity and we encourage members to access their services. [www.coemrp.ca](http://www.coemrp.ca)

### ESTATES PLANNING

The Lands department encourages all Curve Lake First Nation Certificate of Possession holders to have an up to date will in place. The Lands Department can provide some financial assistance as well as administrative assistance should you wish to have a will drafted or updated. Pre-planning is an important aspect of the estate process to ensure your land is dealt with in accordance with your own personal wishes.

# LANDS DEPARTMENT

During the fiscal years of 2014 through to the spring of 2016, The CLFN Lands Department has experienced many accomplishments. The staffing vacancies that had presented operational challenges have resolved, and the department has gained positive momentum over the past two years.

The CLFN Lands Department is funded through Indigenous and Northern Affairs (INAC) Reserve Land and Environment Management Program (RLEMP). The RLEMP is a comprehensive and integrated land, resource and environment management program that is expected to enhance decision-making at the community level in regards to land use as well as increase the capacity of First Nations.

Key activities of the program include:

- Land and environmental management activities on reserve lands under the Indian Act (i.e., leases, permits, individual land holdings)
- Environmental management activities associated with land interests (i.e., environmental site assessments, audits, etc.)
- Compliance activities
- Development of the skills and knowledge of the First Nation Land Manager/Officer
- Development and implementation of Community Land Use Plan, Community Environmental Sustainability Plan and/or Compliance Framework

CLFN is meeting all obligations to INAC under the RLEMP program, with the inclusion of being staffed by a Certified Land Manager. Certification was gained over a two year period, delivered in partnership by the University of Saskatoon's Indigenous Peoples Resource Management Program and the National Lands Managers Association's (NALMA) Professional Lands Management Certification Program. Certification is a requirement of the RLEMP program.

As the area of lands management is broad, the Curve Lake Lands Department continues to be a busy unit. The administration and coordination of lands related duties include:

- Responding to member inquiries and requests for information such as: parcel abstract requests; lot, boundary & right of way identification; historical land inquiries, coordination of survey request, assistance with estates related matters, etc.
- Working with Council and responding to interdepartmental land inquiries such as housing and special projects information requests, environmental issues.
- Overseeing the administration of over 224 residential leases
- Maintaining and fostering good relationships with our locatees and lessees
- Drafting documents such as leases, assignment of leases, transfers, consents, relinquishments, addendums, etc.
- Registering all necessary documents within the Indian Lands Registry System (ILRS)
- Tracking new and existing legislature affecting our First Nation lands

## NEW LAND PURCHASES - We are growing!

An exciting addition to the land base of our territory! In September of 2015, CLFN purchased approximately 182 acres north of the First Nation at the intersection of Hwy. 28 and Curve Lake Road. The land is currently held in Fee Simple tenure, which gives our community lots of potential for future use. Until a future plan is in place for the property, we are working with our local agricultural community to ensure the lands are maintained, worked and protected.



### Lands Department Contacts:

Alison Irons-Cummings  
Lands Manager  
alisonic@curvelake.ca  
(705) 657-8045 ext. 221

Shannon Day  
Lands Clerk  
Shannond@curvelake.ca  
(705) 657-8045 ext. 220

LANDS 2014-2015					
REVENUE:		EXPENSES:			
Lands	\$197,186.00	Lands	\$178,868.80	Lands	\$18,317.20
				<b>NET SURPLUS/(DEFICIT)</b>	<b>\$18,317.20</b>
LANDS 2015-2016					
REVENUE:		EXPENSES:			
Lands	\$204,440.00	Lands	\$174,022.09	Lands	\$30,417.91
				<b>NET SURPLUS/(DEFICIT)</b>	<b>\$30,417.91</b>

## ADDITIONS TO RESERVE (ATR)

The long process continues with respect to our lands currently within the ATR process. CLFN plans to make headway during the 2016-2017 fiscal year. We continue to monitor and protect our ATR lands which are the properties known as the Dashwood, Trude and Andrews's properties.

## PARTNERSHIPS

Over the past year we have had the opportunity to partner with Robert Fligg, Senior Surveyor at Natural Resources Canada. The Lands Department is working along with Mr. Fligg in his pursuit of acquiring his PhD in Geomatics from the University of Waterloo, via research and development in the areas of Agent based Modeling, whereas Curve Lake First Nation, as a community, will be the basis of his study and research. This partnership has benefited CLFN in so far as that we have acquired a seat within the Association of Canada Lands Surveyors' Integrated Land Management Working Group. Mr. Fligg is working with Lands Department staff and teaching some basic skills in GPS and surveying. Our working relationship will continue over the next couple years and has already proven to be a mutually beneficial partnership.



## ONSITE WASTEWATER SYSTEM ASSESSMENT AND INVENTORY



The Onsite Wastewater System Assessment and Inventory Project was a key project for the Lands Department in the summer & fall months of 2015. As our population increases, and our septic systems age, faulty or stressed septic systems have the potential to contaminate aquifers, surface water and drinking water; which could result in serious illness and environmental contamination. The Lands Department, along with Cambium Aboriginal, developed a strategy and scope of work to tackle this issue proactively, over time, with funding strategies in mind. Our first phase included Phase I and II wastewater treatment system inspections and assessments on 20 of our local, existing wastewater systems by experienced wastewater professionals. It is anticipated that during the next fiscal year, the information that was collected will be used to help determine a remediation program to allow community members to access services to aid in maintaining the health of their septic systems.

## RESOURCE SHARING

Curve Lake First Nation was successfully involved in the signing of a resource sharing agreement that will have benefits to the First Nation for over 20 years, including materials, resources, training, scholarships and employment opportunities and will continue to look for opportunities that will benefit the First Nation as a whole.



## PIPELINE DEVELOPMENT

Pipelines were a 'hot topic' as Enbridge was applying for the Line 9 reversal and TransCanada were looking at undertaking work on the Eastern Mainline through the Treaty Territory. There were many meetings that were held as well as a joint Open House hosted by Hiawatha First Nation. Discussions and meetings will continue with First Nations to ensure the protection of Aboriginal and Treaty rights within the territory.



## PARTNERSHIPS & CAPACITY BUILDING

2016 brought forward a great opportunity in the form of a tripartite partnership between TransCanada, Fleming College and Curve Lake First Nation. A seven week Environmental Monitoring and Regulatory program took place within Curve Lake and was opened up to the other Mississauga First Nations within the Williams Treaties. Seven students took part, graduated and presented findings on three projects with potential impacts to Curve Lake First Nation.



# CONSULTATION

The Consultation program is funded through the New Relationship Fund that is provided by Ministry of Aboriginal Affairs to assist First Nations in Consultation and Accommodation with the Crown and proponents interested in doing any development within our Treaty Territories.

In 2014-2016, Consultation continued the work with the Cultural Centre to provide opportunities for Cultural Awareness training for the Crown and proponents, but there was a need for Curve Lake First Nation to have Curve Lake historical materials to assist in providing this training. One of the main highlights for the year was development of the Oshkigmong: A Place Where I Belong video. The video was released on Aboriginal Day 2015 prior to the fireworks at Lance Woods Park to an audience of almost 200 people. The video is currently for sale from the Government Services Office or the Cultural Centre, any money raised will be going towards making additional films to help preserve our history and language.



## Consultation and Accommodation Standards



Protection of archaeological resources has also been a struggle through the year; development continues to move forward without proper assessments, which results in more sites being uncovered. Consultation worked closely with local developers and municipal planners to try to educate on the importance of undertaking the proper assessments while working within our territory. Archaeological Liaisons hired by the various Mississauga First Nations of the Williams Treaties were able to work on sites and report back to the First Nation on any findings or cultural resources that may need protection. Although there continues to be a need for additional trained Liaisons, Curve Lake First Nation was able to have representation on many sites within 2014-2016.



Our Cultural Centre is a very unique place, we are the cultural hub for the community and have been established in the community for 6 years. We can say with pride, that we are growing; our connections and partnerships are increasing and become stronger, our work is having an impact in the community as well as in the surrounding local area.

## PARTNERSHIPS

Some of our partnerships that have been developed over the past two years include; Lang Pioneer Village, which has resulted in an original Mississauga lodge, Aabnaabmin Camp, being permanently erected to provide Anishnaabe culture and teachings in our words. As the Canadian Canoe Museum undergoes its development of a new building along the Trent Severn Waterway, at the Peterborough Liftlock Historical Site; we are part of the selection committee for the design of the new museum and are ensuring First Nations culture is part of the new museum.



Other partnerships that were strengthened are with the Kawartha Pine Ridge District School Board (KPRDSB) and Peterborough Victoria Northumberland and Clarington Catholic District School Board (PVNCCDSB), we continue to work with the schools boards to incorporate the culture into the classrooms. We also collaborated with the CLFN Education Department to produce a binder of First Nations resource materials that will assist in the overall planning of curriculum at the Curve Lake School; the materials include language and cultural resources that have been archived from our Elders and Knowledge Holders. The KPRDSB recognized Anne Taylor, Cultural Archivist for Excellence in Public Education.



The Cultural Centre's mission is to increase access to education in the visual and performing arts, culture and humanities for all Curve Lake Residents with specific concentration on youth development and professional growth.

The Cultural Centre serves as a focal point for the community and visitors to the area interested in local and regional First Nations culture and the arts by offering instruction, entertainment and exhibition on a cost recovery basis.

In the past two years, we have been able to team up with the Consultation program, community members, Elders and Knowledge Holders to produce a historical video of Curve Lake First Nation, called *Oshkigmong: A Place Where I Belong*. This video is used along side promotional items such as banners and brochures to showcase our First Nation, when we are conducting outreach to outside organizations, schools and the general public.

Through our work with these associations, we regularly collaborate with our sister First Nations (Alderville, Hiawatha and Scugog) to review and discuss ongoing archaeological concerns such as protocols, reburials, legal declarations, etc. A reburial ceremonial is in the works for an ancestor that was uncovered on Rice Lake. We are hopeful that the Hasting Mounds issue will be finalized and our ancestors are returned to their resting place. We continue to build and enhance our relationships with archaeologists and landowners to ensure our Ancestors are being respected and honoured.



Through a Resource Sharing Agreement with Earth Resources Limited, Curve Lake First Nation and the Cultural Centre will be notified if any archaeological or heritage resources become unearthed, and will have the opportunity to be involved in the mitigation plans. Also, the Cultural Centre has access to harvest medicines and materials from the areas designated for logging. The materials and medicines harvested such as birch bark, moss, Black Ash will be used in the workshops hosted by the centre.

## WORKSHOPS & EVENTS

Many of our workshops and events occur annually such as the Vigil for the Missing and Murdered Aboriginal Women and Girls, Culture Days, Quill Braiding, Learn to Bead, Aboriginal Day and Pow Wow. Members are encouraged to attend these activities as well as submit ideas for new workshops that would benefit the community.





In May 2015, we had the pleasure of assisting our youth in the facilitation of the “Legacy of Hope” Residential School Symposium “100 Years of Loss” at Lakefield District Intermediate Secondary School (LDISS); this project was developed from the youth seeking to better understand the historical trauma on our communities and members, while also connecting the youth with survivors and those directly impacted by residential schools through their parents. The symposium was extremely successful; originally a one day event, it grew to be 5 days and was funded by the Angelican Healing Fund and Ontario Power Generation. We also continue to work with the Education Department on language initiatives and information sharing with youth through “Lunch & Learns” at LDISS.

The Centre was approved to become a cooperative education placement for Curve Lake youth, this allows for students to gain school credits while gaining experience in the workplace. We also participate in the Summer Student Program that hires two students to assist the centre during the summers months. The students developed a plan to collaborate with Day Camp staff, to provide learning opportunities of traditional cultural activities for the youth who attend the Day Camp program in the community.

The students also assisted in the annual Pow Wow, that was a great success again. The Committee, along with the students worked very hard to provide a safe, entertaining and education experience for all who attended. The committee was honoured by the Peterborough Historical Society with the Samuel Armour Award, for their hard work in engaging youth in local history.



that are donated to Curve Lake First Nation. Our goal is to work towards becoming a repository for the various items that become uncovered in our territory.

Language preservation is crucial to our culture and way of life. Although it is a challenge in some ways; we continue to document our language and are working with various departments within Curve Lake First Nation to develop a plan to restore and protect our language. We are open to utilizing new technology to help our community and members, to have access to various tools and methods to learn and communicate in the language. All suggestions are welcome to help preserve and protect our language.



The Adventures in Understanding was developed through a partnership with the Recreation Committee, Camp Kawartha and Peterborough Rotary Club. The event is a co-ed canoe trip for First Nation and non-First Nation youth between 16 to 20 years of age, that occurred during the summer months. The youth canoe along the Trent Severn Waterway over the course of 5 days; students share and learn about each other's cultures, and end in Curve Lake First Nation for a celebration feast. A tree was planted outside the community centre in honour of the partnerships.



We are also working on securing funding to have two totem poles restored that were purchased from the old Jack & Jill Farms store. The Totem Poles have a connection to the community, they were carved by Austin McCue and Norman Knott. Though the poles are severely weathered and will need a great deal of work to restore them, we hope to have them on display at the centre after a community member completes the restoration.

Curve Lake First Nation was gifted with 4 ceremonial pipes from Fred Archibald and his family. These pipes had been in the Archibald family for several years; through our association with Fred, the family thought it would be best to gift the pipes to the community. The pipes have been present at ceremonies held by Curve Lake, such as the Sunrise Ceremony at the Aboriginal Day, and at the Kinoomaage-Waapkong (aka Petroglyphs Park) during the feasting ceremony that took place on June 21st, 2016. The pipes will be officially welcomed to the community in this coming year.

Although we have had a number of successes over the past two years and continue to grow to meet the needs of our community and members, we do face challenges such as space and storage; this impacts our abilities to accommodate all the cultural and historical resources



**2014/15**

# ***YEAR IN REVIEW***

The 2014-15 fiscal year was very busy with many projects on the go. There was a total of 29 projects funded. Committee/Department applications were a challenge. The challenge arises from increasing the maximum allocation per application. With a budget of \$450,000 and a maximum application of \$100,000, this limits the number of applications that can be processed.

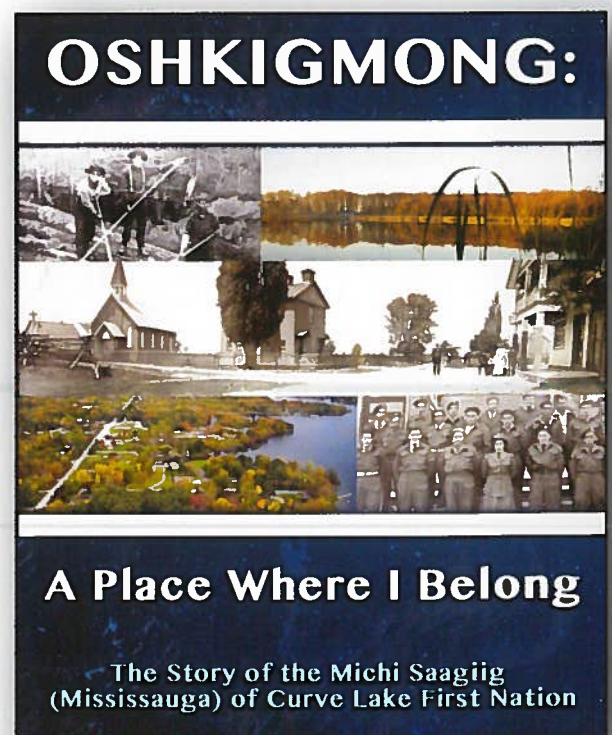
## **COMMITTEE/DEPARTMENT APPLICATIONS**

2014-15 was the pilot project for the Emergency Repair Fund. The Emergency Repair Fund was established to address emergent repairs to low income homes in Curve Lake First Nation. It is the hope that through this program seniors will be able to live independently longer. In some instances low income families struggle to buy food and basic necessities. Home repairs are often overlooked, placing stress on families and the community as a whole. Rapid deterioration of housing stock has a direct impact on the community. The Emergency Repair fund is a one-time grant not to exceed \$5000.

An application was received from the First Nations Student Success Program Coordinator, who partnered with the Curve Lake School and New Paths, to map the Ontario curriculum in relation to our moon, cultural events and other activities which happen throughout the school year. Based on the information an interactive electronic display was developed. This project is unique to Curve Lake First Nation School and was undertaken to ensure all students are engaged in the Ontario language and mathematics curriculum appropriately.

## **GROUPS/CORPORATIONS**

A group application was received from Corey Kinsella, Anne Taylor and Melissa Dokis to create a Historical Documentary on Curve Lake First Nation. The documentary covered the history and journey of the Mississauga of Curve Lake First Nation. The journey starts at creation and leads through the pre contact 1600's of our people until contact. The film follows into the current life of the Mississauga and ends with where are we going? What is the hope for our future generations? What have we been able to preserve and fight for? It looked at the land claims, settlements and the impacts that we are having on today's environment and how to sustain our uniqueness as Anishinaabe people. If you would like a copy of the video please contact Melissa Dokis 705-657-8045 or [MelissaD@curvelake.ca](mailto:MelissaD@curvelake.ca).





The Gaming Revenue Fund (formally known as Casino Rama Fund) is a program that provides Curve Lake First Nation with the opportunity to access funding allocated from the Ontario Lottery and Gaming Corporation (OLG) in an effort to enhance our First Nation.

The Gaming Revenue Fund is a Grant Application for Curve Lake First Nation members and must benefit the community as a whole. Application types are: Individual, Group/Corporation and Department/Committee. All applications are required to contribute Cash Equity towards the project.

***Gaming Revenue Fund applications are welcome from Curve Lake members.***

If you have an idea and would like to see if it qualifies please contact Stephanie Monahan, Gaming Revenue Fund Administrator at (705) 657-8045 or [StephanieM@curvelake.ca](mailto:StephanieM@curvelake.ca).



**2015/16**

# ***YEAR IN REVIEW***

2015-16 continued the trend of growing interest in Gaming Revenue Fund and saw an increase in the number of applications. In 2015-16 there were 32 projects approved. There were a great deal of partnerships built through the application process. Committees/Departments have been forming new relationships with outside agencies to form funding partnerships. Committees/Departments continue to be a challenge.

## **INDIVIDUAL APPLICATIONS**

An Individual application was received to assist with the funding of prizes for the Jeremy Whetung Memorial Tournament. With the assistance of Gaming Revenue Fund the tournament was open to all ages, with three age categories. The event was a huge success with over 85 participants registered to fish.

An individual application was received for the Learn to Skate Program. There was 7 sessions with 22 children attending. There were 4 volunteers from Curve Lake and 2 youth volunteers. The Gathering of Friends tournament was a great success with 4 Tyke teams and 2 Atom Girls teams. After the tournament Rama, Lakefield and Keene requested exhibition games with Curve Lake. Very positive relationships being built with outside communities.

Other Individual Applications were: Church Beautification, Cultural Drumming, Christian Assembly Camp out, Sports Camp and Trapping Convention.

## **GROUP/CORPORATION APPLICATIONS**

A group application was received to purchase an outdoor skating rink. Creative fundraising was completed to cover the 10% cash equity. Although Mother Nature did not cooperate this year many of our community members have accessed the skating rink. At different times of the day there would be approximately 25 members, of all ages, skating. A positive outcome was the number of community members who volunteered their time to assemble the rink, shovel and water the rink.



A group application was approved from the Curve Lake First Nation Christian Assembly to organize a conference on Grief. The idea behind the conference was that the journey towards healing is a personal journey and takes time. The hope was to assist community members recognize the stages of grief and acquire the skills to work through grief either themselves or with others. Topics covered were: Understanding the Grieving Process, Helping Others with their Losses, Journey from Mourning to Dancing and Dealing with Anger and Forgiveness.

### INDIVIDUAL APPLICATIONS

An individual application was approved for new arm-chairs to honor the Curve Lake First Nation choir. There was 85 chairs purchased for those attending a service at the church and 15 arm chairs purchased for those who volunteer their time in the choir.

An individual application was approved to bring drumming back to our younger generations. The Cultural Drumming project was held in Curve Lake in the evenings to be inclusive of the children who may attend other schools. The boys have been busy learning new songs and have been invited to drum at the monthly socials, graduation ceremonies and many other events through-out our area.



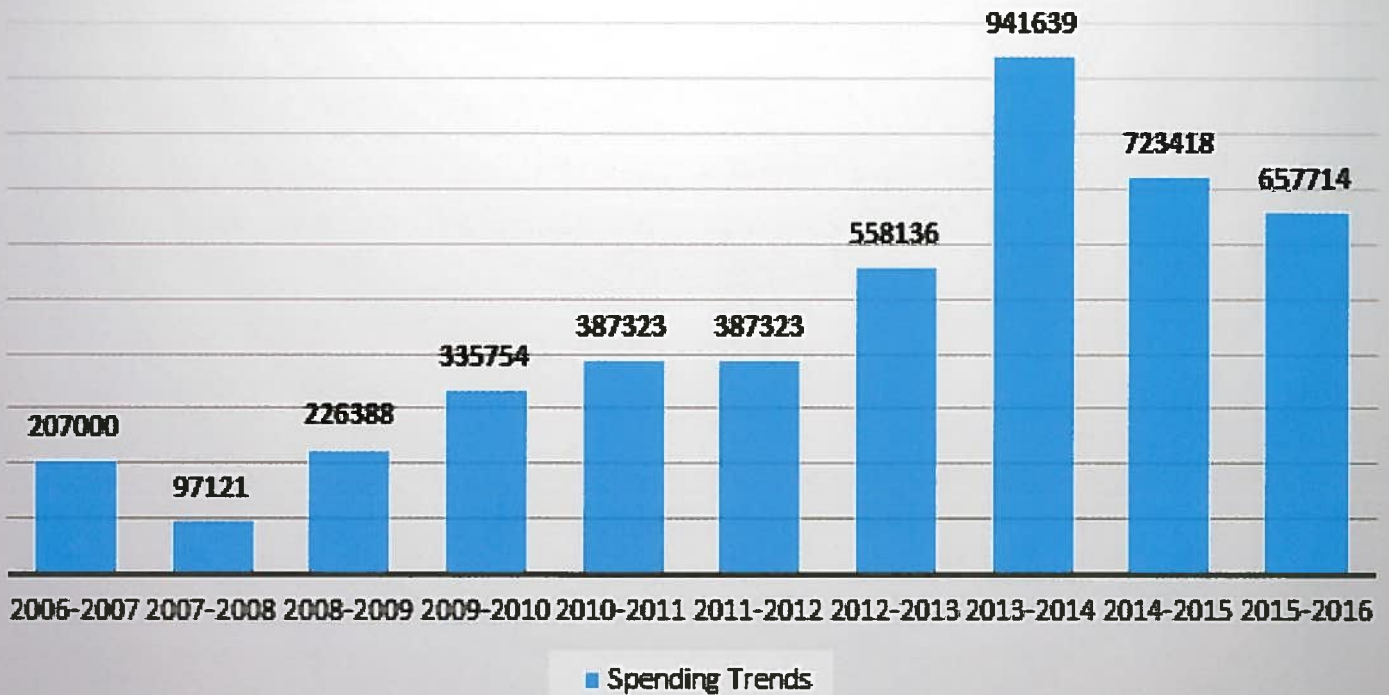
Learn to Skate was a repeat application that is growing in popularity. The program is run through parent volunteer and one skating instructor. Through this program the hope is our kids will be introduced to a new sport and hopefully move them toward a healthier lifestyle. The kids will be eased into a very high pressure environment of hockey in Canada. Parents will be able to gauge the level of interest for their kids prior to spending a minimum of \$800 to play a sport they may not enjoy.

### CHANGES TO GAMING REVENUE FUND

At the June 25, 2014 Community Meeting the following changes were approved by community present:

1. Departments and Committees; Groups/Corporations are required to have 10% Equity. 5% must be cash equity and 5% can be in kind.
2. Departments/Committees are entitled to TWO (2) applications per department/committee to the maximum limit.
3. Definitions of Department/Committee to be included in Guidebook.
4. Create Guidebook for Individual Applications and Guidebooks for Groups, Corporations, Departments and Committees.

## Spending Trends



### COMMITTEES/DEPARTMENTS

A committee application was received for Recreation. From the Recreation Committee community programs such as RAIF and Incentives was administered. RAIF funded projects that allowed Curve Lake members to attend Mudderella, All Ontario Fastball Tournament, Little NHL, baseball camps, dance camps, assisted high school student with basketball and funded coaching certifications.



The Incentive program assisted 31 youth with reimbursement for recreational activities. Community activities that were administered were the Petes Game, community play and dinner, riding lessons, canoe trip with Rotary Club, bowling and dinner. The Recreation Committee funded the cost to have a Curve Lake Mascot and the annual pep rally. The Recreation Activator administered three programs; a one week photography course for high school students, theatre group during March break and an Archery Program.

Other Committee/Department applications were: Emergency Repair Fund, Cultural Centre, Ec Dev Initiatives, SK8LIT, PowWow, Community Wellness, Property Tax, Food Bank and Summer Student Program.





Getsiinyag (seniors group of 55+) got together and submitted an application. This year the group was busy with many prize bingos, lunch and learns and various field trips. Getsiinyag attend some senior health fairs and great information was shared.

A group application was to help establish a lifetime partnership with the Peterborough Canoe Museum. Curve Lake First Nation now has a board seat and is able to have their input into the upcoming changes and program delivery. Deborah Jacobs is the current board member. Another advantage to the new partnership is **any Curve Lake member with proof of membership has a free lifetime entry into the Canoe Museum.**

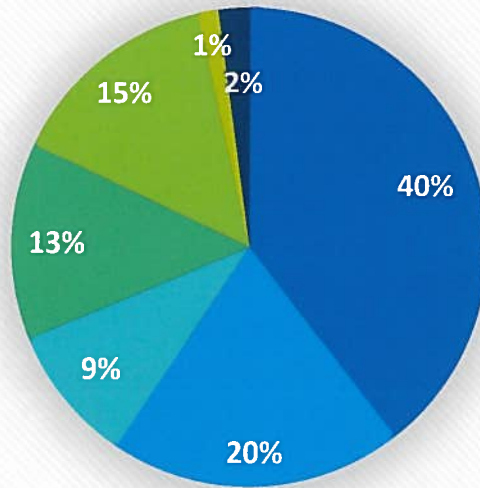
In speaking of partnerships, a few members of council formed a working group to work with Selwyn Township. The group applied to Gaming Revenue to obtain prime ice time for community members to access. This resulted in approximately 3 hours a week for Curve Lake First Nation members.

Ice time was set aside for Little NHL teams for practice, there was open ice for free skate, ice time for shinny hockey and a coaching clinic hosted for those coaching in the Little NHL.

Other Group Applications were: Celebration of Sharing, Speakers Series, Community Trip, Family Initiatives, Aboriginal Day, Ec Dev Corporation, Wellness Assistance Program, INDSPiRE Conference, Treaty Video, Skinwenh Gimaag, and Bimose Nbi Project



## Department Usage



■ Public Works/Capital
■ Health
■ Education
■ Ec Dev  
■ General Gov
■ Group Applications
■ Pow Wow Committee

### GAMING REVENUE FUND 2014/15

#### REVENUE:

Gaming Revenue Fund \$1,349,679.33

#### EXPENSES:

Gaming Revenue Fund \$1,349,679.33

Gaming Revenue Fund \$0.00

**NET SURPLUS/(DEFICIT) \$0.00**

### GAMING REVENUE FUND 2015/16

#### REVENUE:

Gaming Revenue \$1,180,495.00

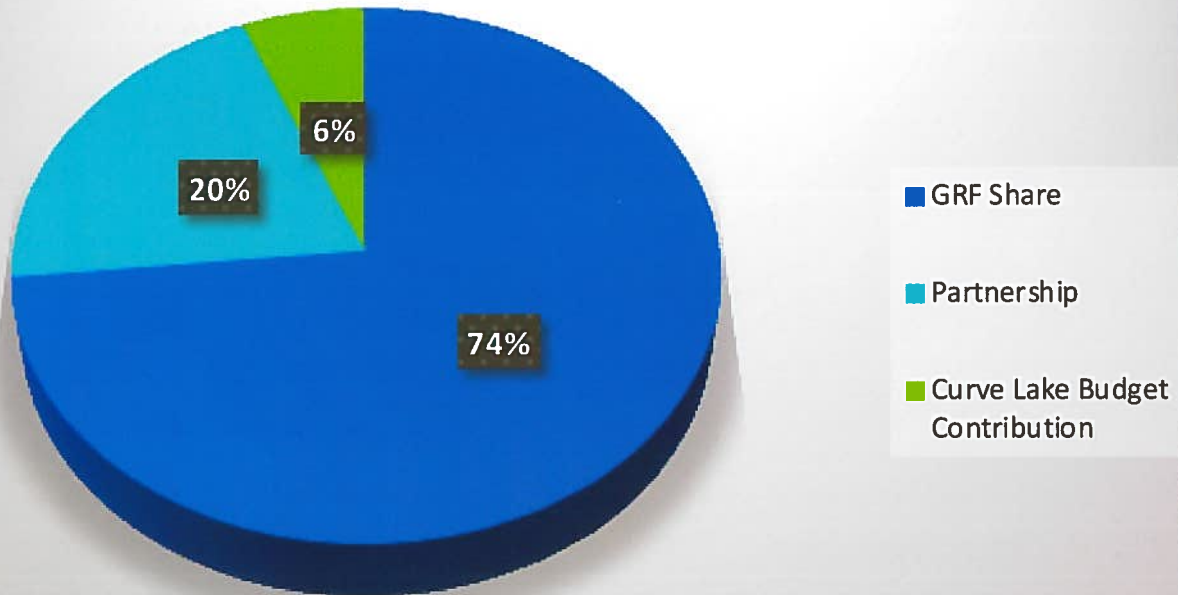
#### EXPENSES:

Gaming Revenue \$747,807.17

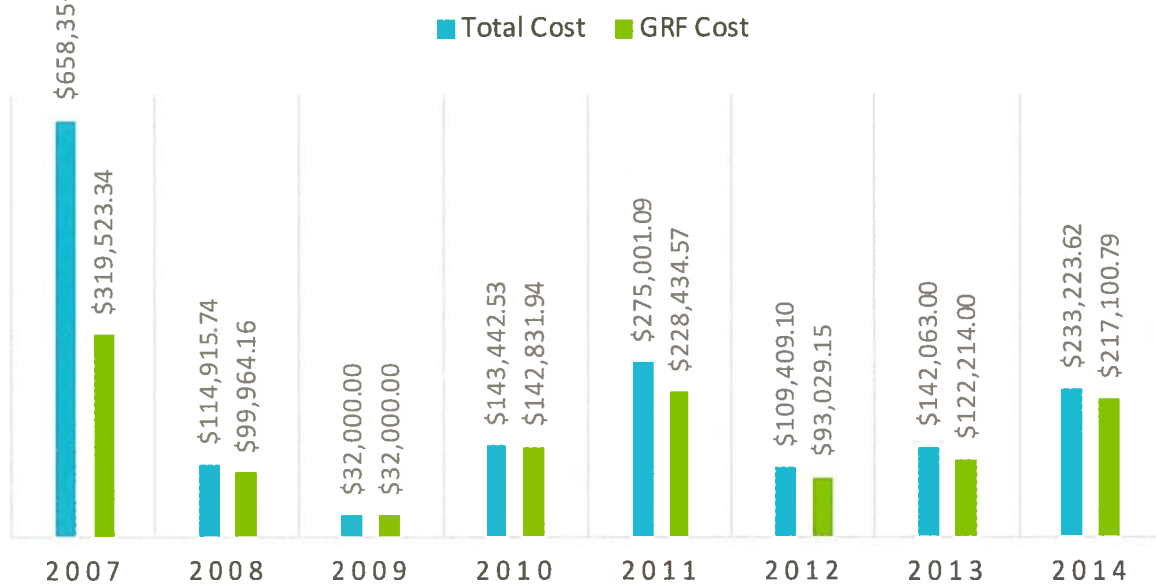
Gaming Revenue \$432,687.83

**NET SURPLUS/(DEFICIT) \$432,687.83**

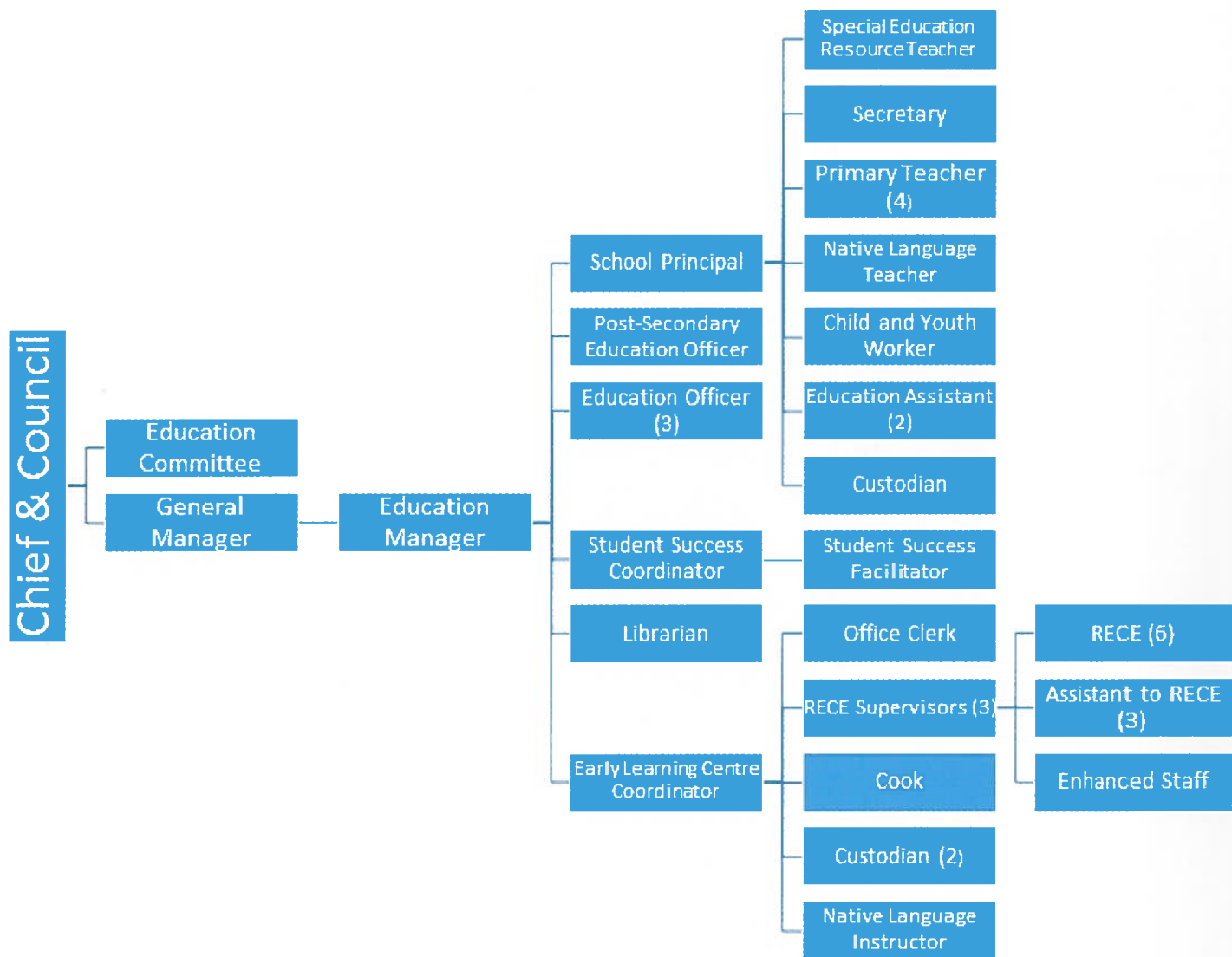
## Funding Sources



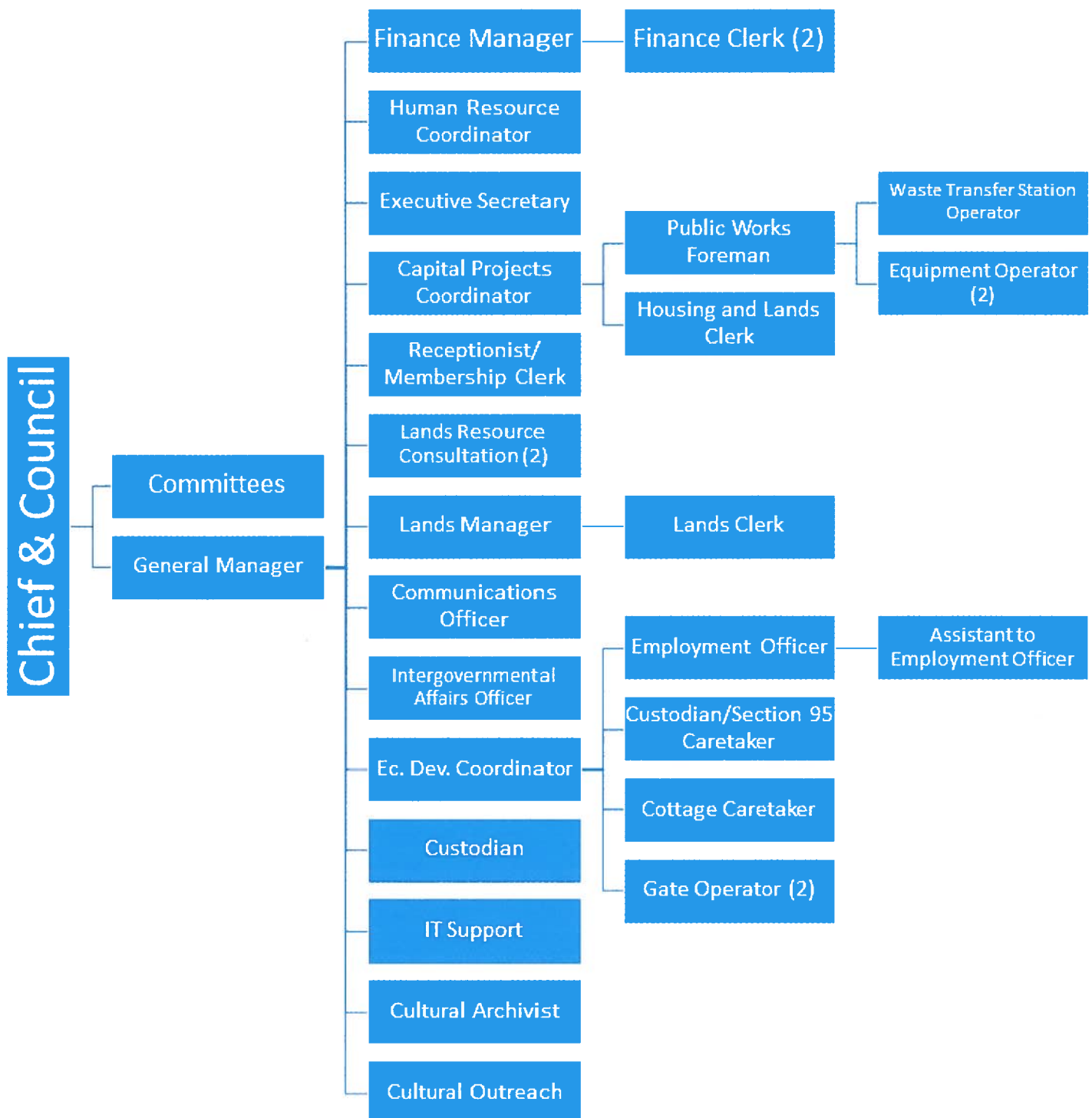
## CAPITAL PURCHASES BY FISCAL YEAR



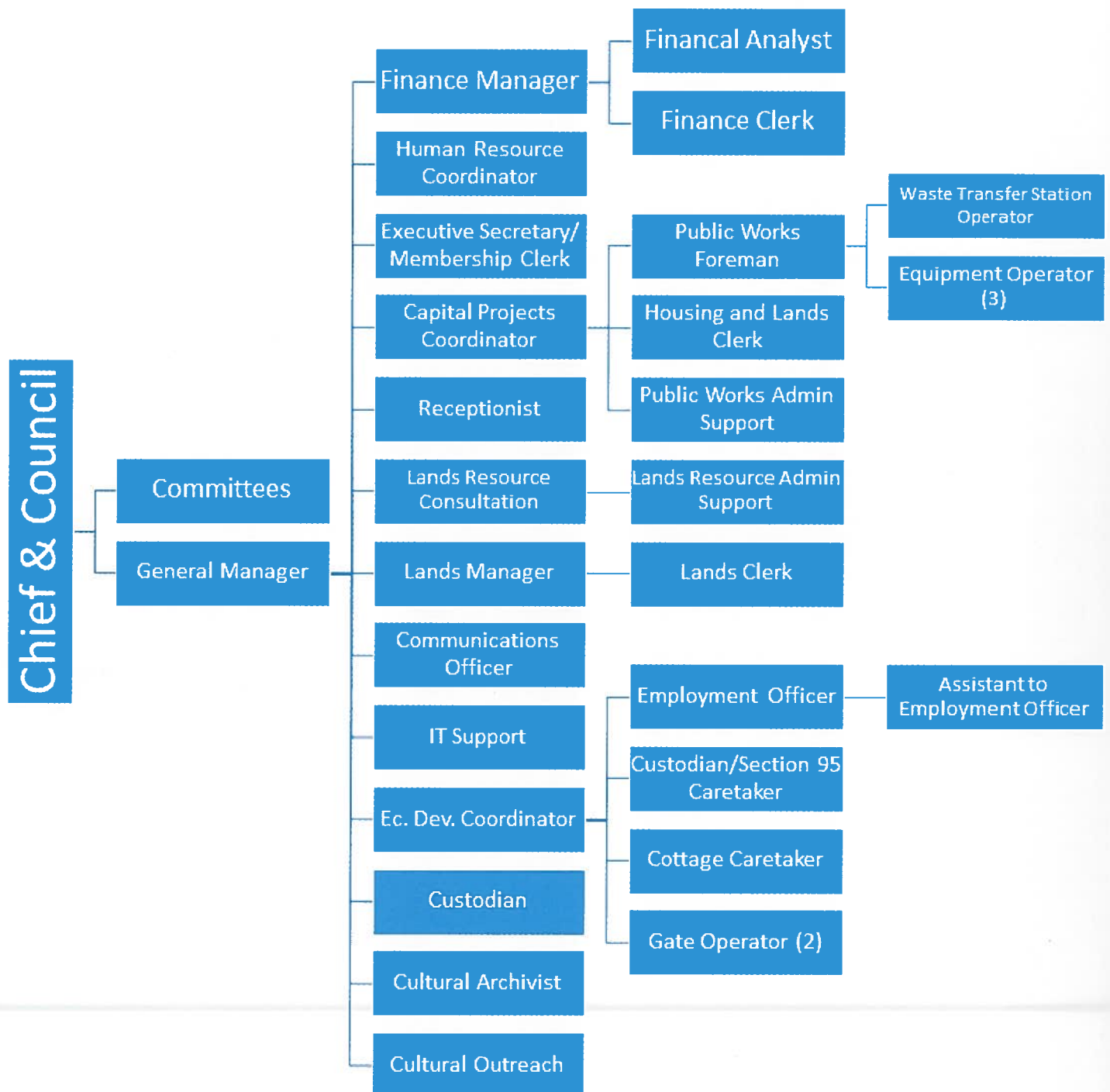
# 2014/2015 ORGANIZATIONAL CHART – EDUCATION



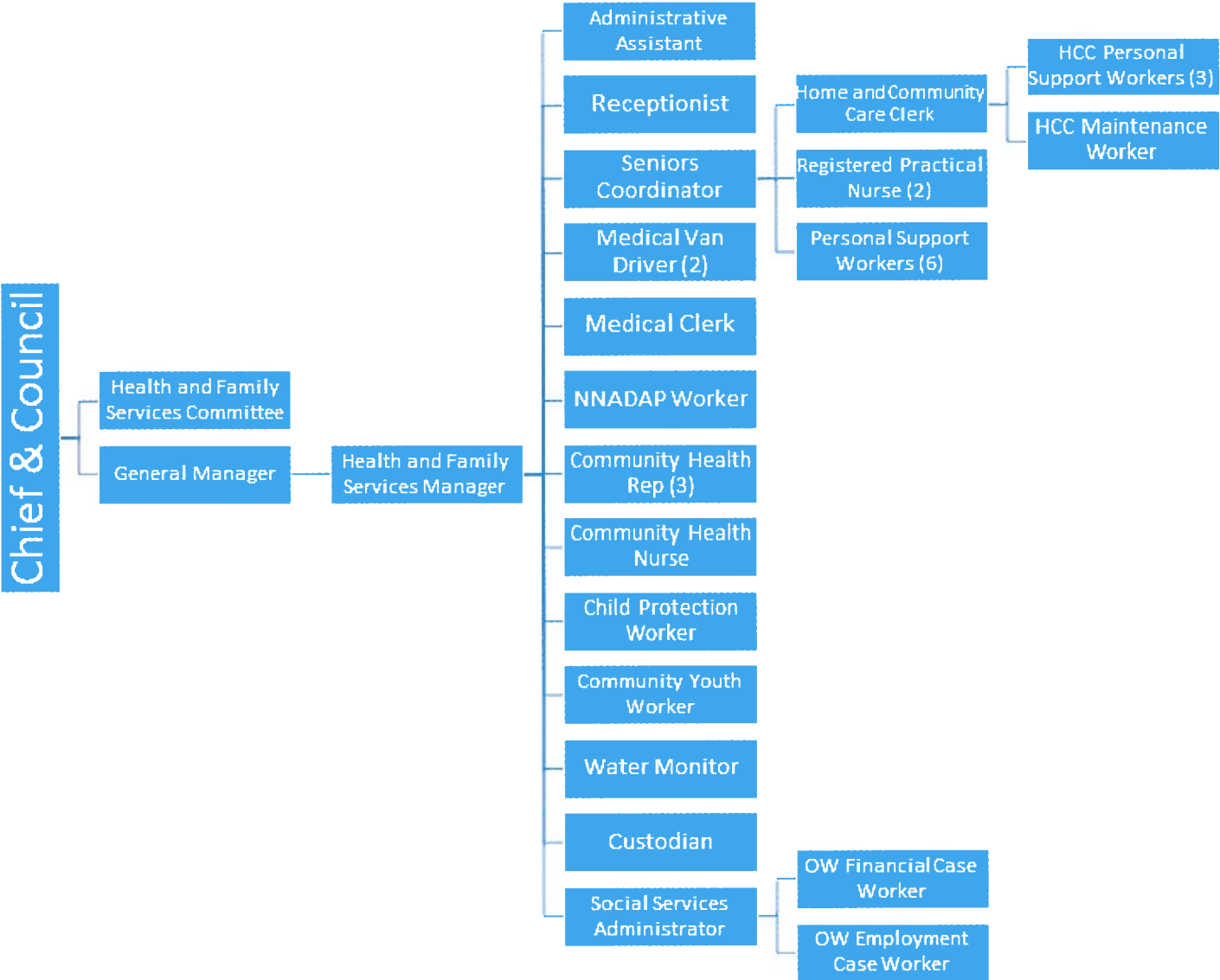
# 2014/2015 ORGANIZATIONAL CHART - ADMINISTRATION



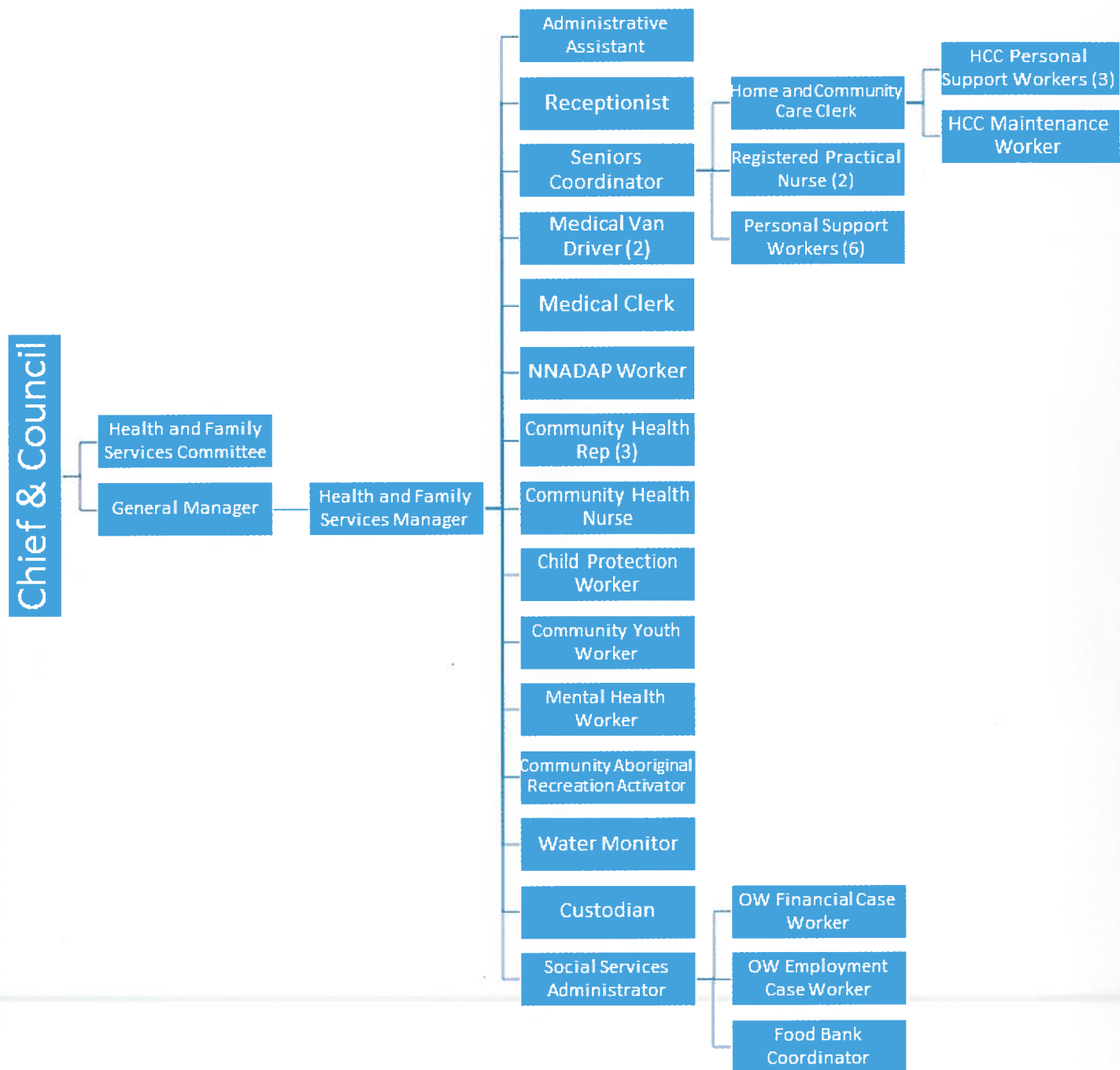
# 2015/2016 ORGANIZATIONAL CHART - ADMINISTRATION



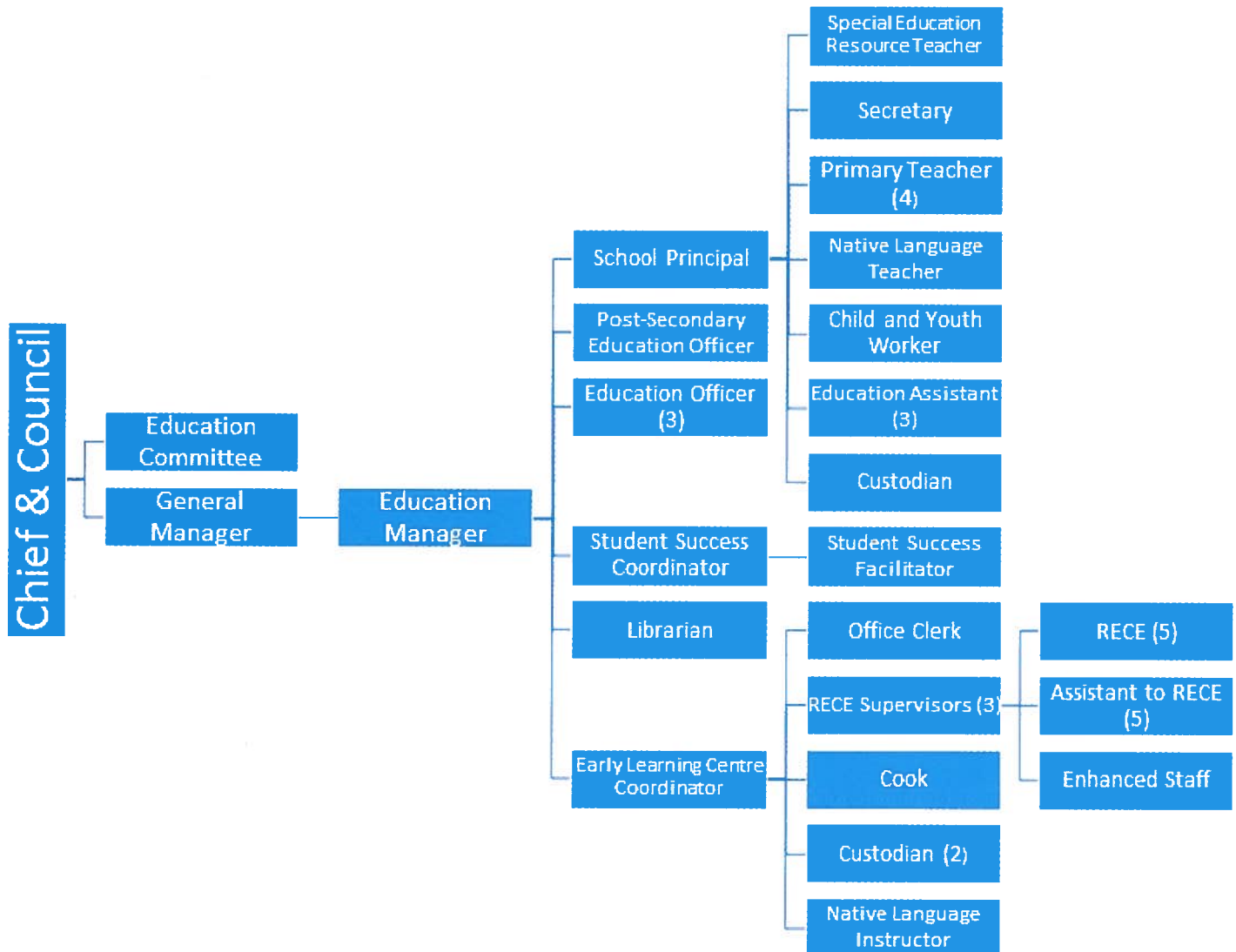
# 2014/2015 ORGANIZATIONAL CHART - HEALTH



# 2015/2016 ORGANIZATIONAL CHART - HEALTH



# 2015/2016 ORGANIZATIONAL CHART – EDUCATION



<b>Lands</b>									
Lands Manager	580	42,673	43,621	44,570	45,518	46,466	47,414		
Lands Clerk	450	33,108	33,844	34,580	35,316	36,051	36,787		
Resource Consultation	550	40,466	41,365	42,264	43,163	44,063	44,962		
Resource Consultation Support	480	35,316	36,100	36,885	37,670	38,455	39,240		
<b>Economic Development/Employment</b>									
Employment Officer	510	37,523	38,357	39,190	40,024	40,858	41,692		
Assistant to Employment Officer	450	33,108	33,844	34,580	35,316	36,051	36,787		
Economic Development Coordinator	625	45,984	47,006	48,028	49,049	50,071	51,093		
Cultural Archivist	525	38,626	39,485	40,343	41,201	42,060	42,918		
Cultural Outreach Coordinator	450	33,108	33,844	34,580	35,316	36,051	36,787		
<b>Health Services</b>									
HFS Manager	800	58,859	60,167	61,475	62,783	64,091	65,399		
HFS Administrative Assistant	525	38,626	39,485	40,343	41,201	42,060	42,918		
HFS Reception	480	35,316	36,100	36,885	37,670	38,455	39,240		
Community Health Nurse	750	55,181	56,407	57,633	58,859	60,086	61,312		
Child Protection Worker	575	42,305	43,245	44,185	45,125	46,066	47,006		
Youth Support Worker	540	39,730	40,613	41,496	42,379	43,262	44,144		
Health Promotion Worker	540	39,730	40,613	41,496	42,379	43,262	44,144		
Community Health Rep	575	42,305	43,245	44,185	45,125	46,066	47,006		
NNADAP	550	40,466	41,365	42,264	43,163	44,063	44,962		
Medical Transportation Driver	450	33,108	33,844	34,580	35,316	36,051	36,787		
Drinking Water Safety Monitor	355	26,119	26,699	27,280	27,860	28,440	29,021		
Medical Clerk	475	34,948	35,724	36,501	37,278	38,054	38,831		
Mental Health Worker	575	42,305	43,245	44,185	45,125	46,066	47,006		
<b>Social Services</b>									
Social Services Administrator	625	45,984	47,006	48,028	49,049	50,071	51,093		
Social Services Financial Caseworker	525	38,626	39,485	40,343	41,201	42,060	42,918		
Social Services Employment Caseworker	500	36,787	37,605	38,422	39,240	40,057	40,875		
Food Bank Coordinator	465	34,212	34,972	35,732	36,493	37,253	38,013		
<b>Day Care</b>									
Early Learning Centre Coordinator	625	45,984	47,006	48,028	49,049	50,071	51,093		
RECE - Supervisor	560	41,201	42,117	43,033	43,948	44,864	45,779		
Special Needs Personal Support Worker	380	27,958	28,579	29,201	29,822	30,443	31,065		
RECE	475	34,948	35,724	36,501	37,278	38,054	38,831		
Assistant to RECE	370	27,222	27,827	28,432	29,037	29,642	30,247		
Cook	350	25,751	26,323	26,895	27,468	28,040	28,612		
Early Learning Centre Office Clerk	450	33,108	33,844	34,580	35,316	36,051	36,787		
Native Language Instructor	400	29,430	30,084	30,738	31,392	32,046	32,700		

**Curve Lake First Nation**  
Salary Grid, 2016

<b>Position</b>	<b>Assigned Points</b>	<b>Level</b>					<b>Maximum</b>
		<b>I</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	
<b>Salary % of Maximum Level</b>		<b>90%</b>	<b>92%</b>	<b>94%</b>	<b>96%</b>	<b>98%</b>	<b>100%</b>
<b>Finance and Administration</b>							
General Manager	1000	73,574	75,209	76,844	78,479	80,114	81,749
Finance Manager	840	61,802	63,175	64,549	65,922	67,296	68,669
Human Resources Coordinator	625	45,984	47,005	48,028	49,049	50,071	51,093
Executive Secretary/Membership Clerk	525	38,626	39,485	40,343	41,201	42,060	42,918
Financial Analyst	675	49,563	50,766	51,870	52,973	54,077	55,181
Finance Clerk	495	36,419	37,228	38,038	38,847	39,656	40,466
Receptionist/Clerk	425	31,269	31,964	32,559	33,354	34,048	34,743
GRF Administrator	525	38,626	39,485	40,343	41,201	42,060	42,918
IT Support	550	40,466	41,365	42,264	43,163	44,063	44,962
Communication Officer	550	40,466	41,365	42,264	43,163	44,063	44,962
Aboriginal Recreation Activator	530	38,994	39,861	40,727	41,594	42,460	43,327
Policy and Planning Officer	760	55,916	57,159	58,401	59,644	60,887	62,129
<b>Education</b>							
Education Manager	800	58,859	60,167	61,475	62,783	64,091	65,399
School Secretary	450	33,108	33,844	34,580	35,316	36,051	36,787
Education Officer	450	33,108	33,844	34,580	35,316	36,051	36,787
Principal	750	55,181	56,407	57,633	58,859	60,086	61,312
Primary Teacher	550	40,466	41,365	42,264	43,163	44,063	44,962
Special Education Teacher	575	42,305	43,245	44,185	45,125	46,065	47,005
Educational Assistant	355	26,119	26,699	27,280	27,860	28,440	29,021
Native Language Instructor	550	40,466	41,365	42,264	43,163	44,063	44,962
Child & Youth Worker	475	34,948	35,724	36,501	37,278	38,054	38,831
Post Secondary Officer	515	37,891	38,733	39,575	40,417	41,259	42,101
Student Success Coordinator	540	39,730	40,613	41,496	42,379	43,262	44,144
Student Success Facilitator	500	36,787	37,605	38,422	39,240	40,057	40,875
Librarian	400	29,430	30,084	30,738	31,392	32,046	32,700
<b>Public Works</b>							
Capital Projects Coordinator	580	42,673	43,621	44,570	45,518	46,466	47,414
Public Works Foreman	555	40,834	41,741	42,648	43,556	44,463	45,371
Equipment Operator	450	33,108	33,844	34,580	35,316	36,051	36,787
Custodian	395	29,062	29,708	30,353	30,999	31,645	32,291
Waste Transfer Operator	400	29,430	30,084	30,738	31,392	32,046	32,700
Housing and Lands Finance Clerk	425	31,269	31,964	32,659	33,354	34,048	34,743
Housing Coordinator	680	50,030	51,142	52,254	53,366	54,478	55,589
HnaB Coordinator	670	49,295	50,390	51,486	52,581	53,676	54,772
Public Works Labourer	400	29,430	30,084	30,738	31,392	32,046	32,700



22 Wabooseedge Street  
Curve Lake, ON K0L 1R0

## CURVE LAKE FIRST NATION

For The Year Ended March 31, 2015

### MANAGEMENT REPORT

The accompanying financial statements of the Curve Lake First Nation are the responsibility of management and have been approved by Council.

The financial statements have been prepared by management in accordance with Canadian Public Sector Accounting Standards. Financial statements are not precise since they include certain amounts based on estimates and judgements. When alternative accounting methods exist, management has chosen those it deems most appropriate in the circumstances, in order to ensure that the financial statements are presented fairly, in all material respects.

The First Nation maintains systems of internal accounting and administrative controls of high quality, consistent with reasonable cost. Such systems are designed to provide reasonable assurance that the financial information is relevant, reliable and accurate and the First Nation's assets are appropriately accounted for and adequately safeguarded.

The First Nation's Council is responsible for ensuring that management fulfills its responsibilities for financial reporting and is ultimately responsible for reviewing and approving financial statements.

Council reviews and approves the First Nation's financial statements for issuance to the members. Council meets periodically with management, as well as the external auditors, to discuss internal controls over the financial reporting process, auditing matters and financial reporting issues, to satisfy themselves that each party is properly discharging their responsibilities and to review the financial statements and the independent auditor's report.

The financial statements have been audited by Collins Barrow Kawartha LLP in accordance with Canadian generally accepted auditing standards on behalf of the members. Collins Barrow Kawartha LLP has full and free access to Council.

Chief

Date

Senior Services							
Senior Services Coordinator	625	45,984	47,006	48,028	49,049	50,071	51,093
Registered Practical Nurse	700	51,502	52,646	53,791	54,935	56,080	57,224
Personal Support Worker	385	28,326	28,955	29,585	30,214	30,844	31,473
Home and Community Care Clerk	450	33,108	33,844	34,580	35,316	36,051	36,787
Home Maintenance Worker	360	26,487	27,075	27,664	28,252	28,841	29,430

Please Note: Salary grid is based on a 39.5 hour work week for 52 weeks. There are some positions with the First Nation that are Part-Time or work less than 52 weeks.

# CURVE LAKE FIRST NATION

## STATEMENT OF FINANCIAL POSITION

At March 31, 2015

	2015 \$	2014 \$
<b>FINANCIAL ASSETS</b>		
Cash (note 2)	718,479	495,005
Investments (note 3)	28,189,390	28,542,377
Due from Government and other Government organizations (note 4)	275,122	305,941
Other accounts receivable (note 5)	170,730	225,085
Mortgages due from First Nation members (note 6)	3,569,363	3,419,818
Funds held in trust by the Federal Government (note 7)	534,703	518,423
<b>TOTAL FINANCIAL ASSETS</b>	<b>33,457,787</b>	<b>33,508,649</b>
<b>LIABILITIES</b>		
Accounts payable and accrued liabilities (note 8)	1,287,148	744,280
Islands in the Trent Settlement payable (note 9)	1,110,000	1,160,000
Due to Government and other Government organizations (note 10)	63,439	152,626
Deferred revenue (note 11)	143,685	804,722
Long term debt (note 12)	600,392	633,908
<b>TOTAL LIABILITIES</b>	<b>3,204,662</b>	<b>3,495,516</b>
<b>NET FINANCIAL ASSETS</b>	<b>30,253,125</b>	<b>30,011,133</b>
<b>NON-FINANCIAL ASSETS</b>		
Tangible capital assets (schedule 1)	9,562,540	9,448,383
Prepaid expenses (note 13)	50,838	16,829
Inventory of land held for resale	42,074	47,074
<b>TOTAL NON-FINANCIAL ASSETS</b>	<b>9,655,452</b>	<b>9,512,286</b>
<b>ACCUMULATED SURPLUS (note 14)</b>	<b>39,908,577</b>	<b>39,523,419</b>

*Chief Charles Wilson*

The accompanying notes are an integral part of these financial statements



## INDEPENDENT AUDITORS' REPORT

[www.collinsbarrowkawartha.com](http://www.collinsbarrowkawartha.com)

### To Council and the Members of Curve Lake First Nation

#### *Report on the Financial Statements*

We have audited the accompanying financial statements of Curve Lake First Nation, which comprise the statement of financial position as at March 31, 2015, the statements of operations and accumulated surplus, change in net financial assets and cash flows for the year then ended, and a summary of significant accounting policies and other explanatory information.

#### *Management's Responsibility for the Financial Statements*

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian Public Sector Accounting Standards, and for such internal controls as management determines are necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

#### *Auditors' Responsibility*

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditors' judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal controls relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal controls. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

#### *Opinion*

In our opinion, these financial statements present fairly, in all material respects, the financial position of Curve Lake First Nation as at March 31, 2015 and the results of its operations and cash flows for the year then ended in accordance with Canadian Public Sector Accounting Standards.

***Collins Barrow Kawartha LLP***

Chartered Professional Accountants  
Peterborough, Ontario  
July 29, 2015

# CURVE LAKE FIRST NATION

## SCHEDULE 2: SCHEDULE OF SEGMENT DISCLOSURE For the Year Ended March 31, 2015

	Administration		Community Operations		Economic Development		Cultural	
	Actual 2015 \$	Actual 2014 \$	Budget 2015 \$	Actual 2015 \$	Actual 2014 \$	Budget 2015 \$	Actual 2014 \$	Budget 2015 \$
			(Unaudited)	(Unaudited)	(Unaudited)	(Unaudited)	(Unaudited)	(Unaudited)
<b>Revenues</b>								
AANDC	571,685	548,961	571,685	692,775	631,936	649,931	154,513	158,513
Federal Government other	17,057	36,959	-	67,600	69,428	68,428	53,389	53,434
Province of Ontario	3,429	3,195	-	19,482	19,482	19,488	90,000	90,000
Other	260,263	238,238	332,100	351,783	381,482	381,675	182,263	49,625
	852,434	825,253	903,785	1,101,640	1,081,328	1,118,522	453,398	484,210
							32,717	30,129
								48,625
<b>Expenses</b>								
Salaries and benefits	688,913	667,617	846,241	211,675	191,015	200,039	252,671	269,564
Materials	335,998	358,756	177,000	210,939	192,317	164,350	11,782	8,984
Occupancy costs	426	843	2,000	183,535	205,272	133,105	27,632	24,450
Contracted services	160,397	111,547	105,600	98,802	86,845	96,500	-	-
Bank charges and interest	17,555	5,618	3,000	14,691	16,619	48,828	-	-
Program costs	1,911	33,824	12,800	155,701	253,275	158,230	146,910	206,388
Amortization	57,751	49,259	48,259	203,159	188,680	188,680	45,041	45,314
Interdepartmental charges	503,833	337,445	413,241	-	-	-	(36,616)	(7,500)
Allocated administration	(171,238)	(128,395)	(153,412)	4,000	1,000	4,000	19,250	14,944
	1,805,445	1,455,744	1,264,729	1,062,502	1,144,823	883,732	467,870	529,624
							34,318	30,091
								45,535
<b>Net surplus/(deficit)</b>	(753,011)	(610,491)	(360,944)	39,136	(63,485)	134,780	(45,414)	38
							(1,601)	4,090

# CURVE LAKE FIRST NATION

## STATEMENT OF OPERATIONS AND ACCUMULATED SURPLUS For the Year Ended March 31, 2015

	Budget 2015 \$ (Unaudited)	Actual 2015 \$	Actual 2014 \$
<b>REVENUES</b>			
Aboriginal Affairs and Northern Development Canada (AANDC) (notes 15 and 16)	5,008,306	4,977,947	4,797,946
Federal Government other (note 16)	1,257,160	1,253,397	1,288,062
Province of Ontario (note 16)	1,933,172	1,932,949	2,079,619
Other First Nations	2,479,659	3,067,650	2,228,396
Other	1,410,488	3,133,780	2,912,925
<b>TOTAL REVENUES</b>	<b>12,088,785</b>	<b>14,365,723</b>	<b>13,306,948</b>
<b>EXPENSES</b>			
Administration	1,254,729	1,605,445	1,435,744
Community operations	983,732	1,062,502	1,144,823
Economic development	529,624	467,870	554,358
Cultural	45,535	34,318	30,091
Education	4,136,096	4,094,585	3,998,578
Land management	3,172,286	3,333,271	2,537,827
Social development	1,286,587	1,224,635	1,334,952
Health	1,625,948	1,674,193	1,600,429
Gaming revenue	238,310	503,746	540,869
<b>TOTAL EXPENSES</b>	<b>13,272,847</b>	<b>14,000,565</b>	<b>13,177,672</b>
<b>ANNUAL SURPLUS(DEFICIT)</b>	<b>(1,184,062)</b>	<b>365,158</b>	<b>129,276</b>
<b>ACCUMULATED SURPLUS - beginning of year</b>	<b>39,523,419</b>	<b>39,523,419</b>	<b>39,394,143</b>
<b>ACCUMULATED SURPLUS - end of year</b>	<b>38,339,357</b>	<b>39,908,577</b>	<b>39,523,419</b>

The accompanying notes are an integral part of these financial statements

# CURVE LAKE FIRST NATION

## SCHEDULE 2: SCHEDULE OF SEGMENT DISCLOSURE, continued For the Year Ended March 31, 2016

	Actual 2015 \$	Health Actual 2014 \$	Budget 2015 \$ (Unaudited)	Actual 2015 \$	Gaming Revenue Actual 2014 \$	Budget 2015 \$ (Unaudited)	Actual 2015 \$	Consolidated Totals Actual 2014 \$	Budget 2015 \$ (Unaudited)
<b>Revenues</b>									
AANDC	-	-	-	-	-	-	4,877,947	4,787,946	5,008,306
Federal Government other	1,115,341	1,087,856	1,135,298	-	-	-	1,253,397	1,288,062	1,257,160
Province of Ontario	72,158	68,500	62,273	-	-	-	1,832,949	2,079,819	1,933,172
Other First Nations	-	-	-	-	-	-	3,087,650	2,228,398	2,479,659
Other	238,403	251,528	274,383	1,349,679	1,133,019	-	3,133,780	2,912,825	1,410,489
	1,425,902	1,407,884	1,471,954	1,349,679	1,133,019	-	14,385,723	13,306,946	12,088,785
<b>Expenses</b>									
Salaries and benefits	851,488	740,341	860,722	33,428	27,312	-	4,152,024	3,930,723	4,023,086
Materials	75,588	82,575	64,500	-	-	-	772,507	788,044	555,873
Occupancy costs	36,636	35,883	26,500	-	-	-	327,709	388,618	255,555
Contracted services	1,441	4,551	9,144	-	-	-	4,022,164	3,112,403	3,771,672
Bank charges and interest	-	-	-	-	-	-	32,412	22,739	91,828
Program costs	709,756	843,013	879,528	239,892	359,603	-	4,202,526	4,484,009	4,144,587
Amortization	84,417	62,702	62,702	-	153,954	238,310	483,470	460,136	480,136
Interdepartmental charges	(105,077)	(8,400)	(117,110)	230,426	-	-	-	-	-
Allocated administration	39,984	37,984	39,984	-	-	-	-	-	-
Loss on disposal of tangible capital assets	-	-	-	-	-	-	7,753	-	-
	1,674,193	1,800,429	1,825,948	503,746	540,589	238,310	14,000,565	13,177,672	13,272,847
<b>Net surplus/(deficit)</b>	(248,291)	(192,545)	(153,994)	845,933	582,150	(238,310)	385,158	128,276	(1,184,062)

# CURVE LAKE FIRST NATION

## SCHEDULE 2: SCHEDULE OF SEGMENT DISCLOSURE, continued For the Year Ended March 31, 2015

	Education		Land Management		Social Development	
	Actual 2015 \$	Actual 2014 \$	Budget 2015 \$	Actual 2015 \$	Budget 2015 \$	Actual 2014 \$
			(Unaudited)		(Unaudited)	
<b>Revenues</b>						
AANDC	3,191,553	3,112,466	3,218,553	197,186	200,235	194,024
Federal Government other	-	-	-	-	-	-
Province of Ontario	787,776	723,743	772,484	-	860,104	977,497
Other First Nations	-	-	-	3,087,050	-	-
Other	181,533	318,227	161,695	559,304	4,512	30,747
	4,160,862	4,152,436	4,149,712	3,844,140	1,164,851	1,202,268
				2,676,645		1,234,132
<b>Expenses</b>						
Salaries and benefits	1,559,889	1,514,826	1,478,388	71,889	399,357	416,998
Materials	66,244	57,769	43,500	71,737	239	879
Occupancy costs	88,481	114,539	89,500	-	-	-
Contracted services	149,655	142,663	165,000	-	-	-
Bath charges and interest	-	-	-	2,756,997	-	-
Program costs	2,121,963	2,095,800	2,312,904	35,780	679,811	783,525
Amortization	32,809	27,300	27,300	1,278	78,956	87,130
Interdepartmental charges	-	-	-	(503,633)	26,000	13,900
Allocated administration	64,504	45,561	38,504	(371,399)	32,520	45,000
Loss on disposal of tangible capital assets	-	-	-	11,000	-	-
				-	7,753	-
	4,094,585	3,998,578	4,136,698	3,333,271	1,224,635	1,334,952
				2,537,827	3,172,286	1,288,587
<b>Net surplus/(deficit)</b>	66,377	153,858	13,518	519,869	(59,784)	(132,684)
				(495,441)		(52,455)



33 Winookmesas Street  
Curve Lake, ON K0L 1R0

## CURVE LAKE FIRST NATION

For The Year Ended March 31, 2016

### MANAGEMENT REPORT

The accompanying financial statements of the Curve Lake First Nation are the responsibility of management and have been approved by Council.

The financial statements have been prepared by management in accordance with Canadian Public Sector Accounting Standards. Financial statements are not precise since they include certain amounts based on estimates and judgements. When alternative accounting methods exist, management has chosen those it deems most appropriate in the circumstances, in order to ensure that the financial statements are presented fairly, in all material respects.

The First Nation maintains systems of internal accounting and administrative controls of high quality, consistent with reasonable cost. Such systems are designed to provide reasonable assurance that the financial information is relevant, reliable and accurate and the First Nation's assets are appropriately accounted for and adequately safeguarded.

The First Nation's Council is responsible for ensuring that management fulfils its responsibilities for financial reporting and is ultimately responsible for reviewing and approving financial statements.

Council reviews and approves the First Nation's financial statements for issuance to the members. Council meets periodically with management, as well as the external auditors, to discuss internal controls over the financial reporting process, auditing matters and financial reporting issues, to satisfy themselves that each party is properly discharging their responsibilities and to review the financial statements and the independent auditor's report.

The financial statements have been audited by Collins Barrow Kawartha LLP in accordance with Canadian generally accepted auditing standards on behalf of the members. Collins Barrow Kawartha LLP has full and free access to Council.

Chief

Date

## INDEPENDENT AUDITORS' REPORT

### To Council and the Members of Curve Lake First Nation

#### *Report on the Financial Statements*

We have audited the accompanying financial statements of the Trust Fund of Curve Lake First Nation, which comprise the statement of financial position as at March 31, 2015, the statement of continuity for the year then ended, and a summary of significant accounting policies and other explanatory information.

#### *Management's Responsibility for the Financial Statements*

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian Public Sector Accounting Standards, and for such internal controls as management determines are necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

#### *Auditors' Responsibility*

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditors' judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal controls relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal controls. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

#### *Opinion*

In our opinion, these financial statements present fairly, in all material respects, the financial position of the Trust Fund of the First Nation as at March 31, 2015 and the continuity of the Trust Fund for the year then ended in accordance with Canadian Public Sector Accounting Standards.

***Collins Barrow Kawartha LLP***


Chartered Professional Accountants  
Peterborough, Ontario  
July 29, 2015

# CURVE LAKE FIRST NATION

## STATEMENT OF FINANCIAL POSITION At March 31, 2016

	2016 \$	2015 \$
<b>FINANCIAL ASSETS</b>		
Cash (note 2)	401,126	718,479
Investments (note 3)	20,281,877	28,180,390
Due from Government and other Government organizations (note 4)	384,398	275,122
Other accounts receivable (note 5)	147,236	170,730
Mortgages due from First Nation members (note 6)	3,648,500	3,569,363
Funds held in trust by the Federal Government (note 7)	547,650	534,703
<b>TOTAL FINANCIAL ASSETS</b>	<b>31,368,585</b>	<b>33,457,787</b>
<b>LIABILITIES</b>		
Accounts payable and accrued liabilities (note 8)	1,604,828	1,287,146
Islands in the Trent Settlement payable (note 9)	1,000,000	1,110,000
Due to Government and other Government organizations (note 10)	207,371	69,439
Deferred revenue (note 11)	832,934	143,685
Long term debt (note 12)	584,122	600,392
<b>TOTAL LIABILITIES</b>	<b>4,109,255</b>	<b>3,204,662</b>
<b>NET FINANCIAL ASSETS</b>	<b>27,259,330</b>	<b>30,253,125</b>
<b>NON-FINANCIAL ASSETS</b>		
Tangible capital assets (schedule 1)	11,815,673	9,582,540
Prepaid expenses (note 13)	66,371	50,838
Inventory of land held for resale	42,074	42,074
<b>TOTAL NON-FINANCIAL ASSETS</b>	<b>11,924,118</b>	<b>9,655,452</b>
<b>ACCUMULATED SURPLUS (note 14)</b>	<b>39,183,448</b>	<b>39,908,577</b>

Approved on behalf of the members:

 Chief

 Councilor

The accompanying notes are an integral part of these financial statements

## **INDEPENDENT AUDITORS' REPORT**

[www.collinsbarrowkawartha.com](http://www.collinsbarrowkawartha.com)

### **To Council and the Members of Curve Lake First Nation**

#### *Report on the Financial Statements*

We have audited the accompanying financial statements of Curve Lake First Nation, which comprise the statement of financial position as at March 31, 2016, the statements of operations and accumulated surplus, change in net financial assets and cash flows for the year then ended, and a summary of significant accounting policies and other explanatory information.

#### *Management's Responsibility for the Financial Statements*

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian Public Sector Accounting Standards, and for such internal controls as management determines are necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

#### *Auditors' Responsibility*

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditors' judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal controls relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal controls. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

#### *Opinion*

In our opinion, these financial statements present fairly, in all material respects, the financial position of Curve Lake First Nation as at March 31, 2016 and the results of its operations and cash flows for the year then ended in accordance with Canadian Public Sector Accounting Standards.

***Collins Barrow Kawartha LLP***

Chartered Professional Accountants  
Licensed Public Accountants

Peterborough, Ontario  
July 25, 2016

# CURVE LAKE FIRST NATION

## STATEMENT OF CHANGE IN NET FINANCIAL ASSETS For the Year Ended March 31, 2016

	Budget 2016 \$ (Unaudited)	Actual 2016 \$	Actual 2015 \$
<b>ANNUAL SURPLUS(DEFICIT)</b>	(677,705)	(678,833)	385,158
Amortization of tangible capital assets	483,470	501,357	483,470
Acquisition of tangible capital assets	(2,089,325)	(2,754,490)	(805,380)
Loss on disposal of tangible capital assets	-	-	7,753
Increase in prepaid expenses	-	(15,533)	(34,009)
Decrease in inventory of land held for resale	-	-	5,000
<b>INCREASE(Decrease) in NET FINANCIAL ASSETS</b>	(2,283,580)	(2,947,499)	241,992
<b>NET FINANCIAL ASSETS - beginning of year</b>	<b>30,253,125</b>	<b>30,253,125</b>	<b>30,011,133</b>
<b>NET FINANCIAL ASSETS - end of year</b>	<b>27,969,565</b>	<b>27,305,626</b>	<b>30,253,125</b>

The accompanying notes are an integral part of these financial statements

# CURVE LAKE FIRST NATION

## STATEMENT OF OPERATIONS AND ACCUMULATED SURPLUS For the Year Ended March 31, 2018

	Budget 2016 \$ (Unaudited)	Actual 2016 \$	Actual 2015 \$
<b>REVENUES</b>			
Indigenous and Northern Affairs Canada (INAC) (notes 15 and 16)	5,048,085	5,114,770	4,977,947
Federal Government other (note 16)	1,279,703	1,272,170	1,263,397
Province of Ontario (note 16)	1,478,583	2,100,230	1,832,948
Other First Nations	3,375,730	3,639,544	3,087,650
Other	2,062,462	2,733,711	3,103,780
<b>TOTAL REVENUES</b>	<b>13,244,633</b>	<b>14,860,433</b>	<b>14,385,723</b>
<b>EXPENSES</b>			
Administration	160,953	467,845	1,582,013
Community operations	838,799	1,040,844	1,008,934
Economic development	447,283	460,888	487,870
Cultural	30,725	39,532	34,318
Education	4,181,334	4,234,320	4,102,338
Land management	3,574,254	4,049,910	3,333,271
Social development	743,693	1,249,435	1,216,882
Health	1,325,258	1,385,144	1,674,193
Gaming revenue programs	2,523,151	2,611,349	503,746
<b>TOTAL EXPENSES</b>	<b>13,922,339</b>	<b>15,639,296</b>	<b>14,030,565</b>
<b>ANNUAL SURPLUS(DEFICIT)</b>	<b>(677,705)</b>	<b>(678,863)</b>	<b>395,158</b>
<b>ACCUMULATED SURPLUS - beginning of year</b>	<b>39,908,577</b>	<b>39,908,577</b>	<b>39,523,419</b>
<b>ACCUMULATED SURPLUS - end of year</b>	<b>39,230,872</b>	<b>39,229,714</b>	<b>39,908,577</b>

The accompanying notes are an integral part of these financial statements

# CURVE LAKE FIRST NATION

## SCHEDULE 2: SCHEDULE OF SEGMENT DISCLOSURE, continued For the Year Ended March 31, 2019

	Actual 2016 \$	Actual 2015 \$	Budget 2016 \$ (Unaudited)	Actual 2016 \$	Budget 2016 \$ (Unaudited)	Actual 2016 \$	Budget 2016 \$ (Unaudited)	Actual 2015 \$	Budget 2015 \$ (Unaudited)	Budget 2018 \$
<b>Revenues</b>										
INAC	3,258,571	3,191,553	3,218,536	204,440	187,186	183,353	187,186	200,235	143,623	143,623
Federal Government other	-	-	-	-	-	-	-	-	-	-
Province of Ontario	841,834	787,776	714,514	-	-	972,102	-	950,104	521,009	-
Other First Nations	-	-	-	3,639,644	3,087,650	-	3,375,790	-	-	-
Other	187,126	181,633	175,892	383,018	559,304	4,512	-	4,512	-	-
	4,334,631	4,160,962	4,107,042	4,227,000	3,844,140	1,159,957	3,572,978	1,164,851	684,630	684,630
<b>Expenses</b>										
Salaries and benefits	1,631,108	1,559,889	1,570,439	77,671	71,888	408,459	78,406	359,357	458,073	458,073
Materials	73,407	66,244	64,000	47,971	71,737	1,746	57,002	239	1,000	1,000
Occupancy costs	135,407	99,481	67,500	-	-	-	-	-	-	-
Contracted services	192,845	149,855	152,700	4,273,820	3,611,859	-	4,038,802	-	-	-
Bank charges and interest	-	-	-	146	166	-	-	-	-	-
Program costs	2,128,870	2,121,963	2,242,503	234,710	59,166	997,652	-	879,811	134,525	134,525
Amortization	38,978	32,889	32,889	2,464	1,278	73,538	-	73,538	78,955	78,955
Interdepartmental charges	-	-	-	(608,591)	(503,833)	26,000	(928,012)	26,000	29,000	29,000
Allocated administration	67,907	64,504	51,393	10,719	11,000	45,040	-	32,520	45,040	45,040
Loss on disposal of tangible capital assets	-	7,753	-	-	-	-	-	-	-	-
	4,234,320	4,102,338	4,181,334	4,048,910	3,333,271	1,249,435	3,574,254	1,216,882	743,250	743,250
<b>Net surplus (deficit)</b>	100,311	58,624	(74,292)	177,090	510,869	(89,468)	(1,278)	(52,031)	(78,620)	(78,620)

# CURVE LAKE FIRST NATION

## SCHEDULE 2: SCHEDULE OF SEGMENT DISCLOSURE For the Year Ended March 31, 2016

	Administration		Community Operations		Economic Development		Cultural	
	Actual 2016 \$	Budget 2016 \$	Actual 2016 \$	Budget 2016 \$	Actual 2016 \$	Budget 2016 \$	Actual 2016 \$	Budget 2016 \$
<b>Revenues</b>								
INAC	502,715	537,685	680,648	682,775	158,045	154,513	-	-
Federal Government other	12,111	17,057	85,888	67,600	53,788	53,369	-	-
Province of Ontario	-	5,429	88,488	19,482	102,310	90,000	-	-
Other	110,847	112,540	490,432	499,506	118,151	136,066	32,717	30,725
	715,673	764,711	1,305,454	1,249,363	431,292	433,948	43,717	30,725
<b>Expenses</b>								
Salaries and benefits	769,022	657,481	311,691	253,107	235,986	252,871	73,747	79,365
Materials	453,692	335,938	224,170	210,939	7,512	11,782	-	-
Occupancy costs	9,875	435	170,090	163,535	134,941	37,633	-	-
Contracted services	297,065	180,387	83,150	98,802	-	-	-	-
Blank charges and interest	0,246	17,535	10,374	14,691	-	-	-	-
Program costs	22,405	19,518	194,421	137,701	173,090	145,810	69,028	74,900
Amortization	50,814	37,751	207,223	203,199	47,557	43,041	-	-
Interdepartmental charges	(932,703)	(821,508)	(164,625)	-	(41,042)	(25,616)	(115,733)	(120,530)
Allocated administration	(218,891)	(171,238)	3,750	4,000	17,400	19,280	-	-
	457,846	1,582,013	1,040,844	1,085,934	460,856	467,870	39,532	30,725
<b>Net surplus (deficit)</b>	247,827	(817,302)	264,610	163,429	(29,594)	(14,472)	7,256	(1,601)

# CURVE LAKE FIRST NATION

## SCHEDULE 2: SCHEDULE OF SEGMENT DISCLOSURE, continued For the Year Ended March 31, 2016

	Actual 2016 \$	Health Actual 2015 \$	Budget 2016 \$	Gaming Revenue Programs Actual 2016 \$	Budget 2016 \$	Consolidated Totals Actual 2015 \$	Budget 2016 \$
			(Unaudited)		(Unaudited)		(Unaudited)
<b>Revenues</b>							
INAC	-	-	-	-	-	4,977,947	5,048,085
Federal Government other	1,141,380	1,115,341	1,154,983	-	-	1,253,387	1,279,703
Province of Ontario	115,396	73,158	122,832	-	-	1,932,849	1,478,883
Other First Nations	-	-	-	-	-	3,087,650	3,375,780
Other	202,304	238,403	207,377	1,349,678	963,014	3,133,780	2,052,482
	1,459,060	1,426,802	1,485,192	1,349,678	963,014	14,385,723	13,244,633
<b>Expenses</b>							
Salaries and benefits	905,843	851,485	882,212	33,267	35,192	4,444,769	4,401,518
Materials	45,685	75,583	59,839	-	-	854,883	844,426
Occupancy costs	36,638	36,636	27,000	-	-	372,967	327,709
Contracted services	6,746	1,441	9,500	-	-	4,619,448	4,023,184
Bank charges and interest	-	-	-	-	-	18,486	32,412
Program costs	576,182	709,756	619,296	428,183	318,545	4,202,526	3,632,764
Amortization	72,653	64,417	64,417	-	-	501,357	483,470
Inter-departmental charges	(323,605)	(105,037)	(346,604)	-	-	-	-
Allocated administration	62,075	39,864	9,676	230,426	2,200,414	-	-
Loss on disposal of tangible capital assets	-	-	-	-	3,000	-	-
	1,385,144	1,674,193	1,325,258	503,746	2,623,151	15,539,296	13,922,336
<b>Net surplus/(deficit)</b>	73,949	(248,291)	159,938	845,933	(1,680,137)	305,168	(677,700)

## INDEPENDENT AUDITORS' REPORT

### To Council and the Members of Curve Lake First Nation

#### *Report on the Financial Statements*

We have audited the accompanying financial statements of the Trust Fund of Curve Lake First Nation, which comprise the statement of financial position as at March 31, 2016, the statement of continuity for the year then ended, and a summary of significant accounting policies and other explanatory information.

#### *Management's Responsibility for the Financial Statements*

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian Public Sector Accounting Standards, and for such internal controls as management determines are necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

#### *Auditors' Responsibility*

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditors' judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal controls relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal controls. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

#### *Opinion*

In our opinion, these financial statements present fairly, in all material respects, the financial position of the Trust Fund of the First Nation as at March 31, 2016 and the continuity of the Trust Fund for the year then ended in accordance with Canadian Public Sector Accounting Standards.

***Collins Barrow Kawartha LLP***

Chartered Professional Accountants  
Licensed Public Accountants

Peterborough, Ontario  
July 25, 2016

